Knight Piésold
CONSULTING

Geovic Cameroon PLC
Nkamouna Project
Environmental and Social Assessment
Occupational Health and Safety Plan

April 27, 2011

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Section 1.0 - Introduction

The Nkamouna Project (the Project) is a proposed cobalt-nickel-manganese mine, hydrometallurgical plant, and related infrastructure located in the Haut Nyong Division of the East Province of Cameroon (see Figure 1.1). The Project is located about 400 road kilometers (km) from the capital city of Yaoundé, and 640 km from the port city of Douala. Lomié, the nearest sizeable town and the administrative headquarters of the district, is located about 26 km south-southwest of the Project.

The Project sponsor is Geovic Cameroon PLC (GeoCam). GeoCam is a Cameroon corporation with its shareholding represented 60.5 percent by Geovic Ltd. and 39.5 percent by the National Investment Corporation of Cameroon (SNI). Geovic Ltd. is incorporated under the laws of the Cayman Islands and is wholly owned by Geovic Mining Corp. Geovic Mining Corp. is a Delaware USA corporation with its headquarters in Denver, Colorado and is publicly traded in Canada on the Toronto Stock Exchange (TSX: GMC) and in the United States on the Over the Counter Bulletin Board (OTCBB: GVCM). SNI is a State-owned corporation established to mobilize and channel national savings and other financial resources toward the financing of economic and social investment operations in the industrial, agricultural, commercial, and financial sectors. SNI holds 20 percent of the GeoCam shareholding and represents four individual Cameroonian shareholders who hold the remaining 19.5 percent. The Shareholder Agreement between Geovic Ltd. and SNI was concluded on April 9, 2007.

Geovic, Ltd. (Geovic) owns the majority equity position in GeoCam. The primary objective of the Project is to design, construct, and operate the cobalt, nickel and manganese production facilities with due consideration for the economic, social, and environmental risks of the Project and with a strong commitment to the sustainable development of the communities affected by the Project. Major Project components include:

- Mine panels
- Ore stockpiles
- Modern mine plant and facilities, including physical upgrading, hydrometallurgical, and acid plants
- Waste rock disposal facilities
- A physical upgrading (PUG) and counter-current decantation (CCD) tailing storage facilities (TSFs) with water management ponds
- A Glauber Salt plant and storage area
- Water and power supply
- Ancillary facilities, including buffer zones, relocation sites, haul roads, accommodation facilities, a port facility, and mine services

The proposed mine facilities locations are presented in Figure 1.2.

This Occupational Health and Safety Plan (OHSP) describes procedures, systems, and equipment specific to occupational health and safety management. This plan also defines who is responsible for developing and implementing the plan and what records and reporting will be required.

It is GeoCam's intention to develop and maintain levels of safety and health that conform to best international practices for the Nkamouna Project. Effective safety and health planning requires consideration of several significant factors that distinguish the Project:

- A mix of local, Cameroonian, and expatriate workers will be employed. Wide variations in cultural, linguistic, educational, and economic factors will need to be considered in the planning, development, and implementation of safety and health planning for the Project.
- An understanding of safety and health, as essential components of the work place, may not yet be integrated into local work practices to the extent mandated by current international requirements. The introduction and acceptance of an acceptable plan will likely take time and perseverance with a local work force that is essentially engaged in low tech, labor-intensive, agricultural, and artisanal mining activities. Local workers will be supplemented on the Project by appropriately skilled labor drawn from numerous outside sources, again with a range of understanding and acceptance of Health and Safety issues.
- Some employees or contractors from offshore, from out of country, or from different regions of the country will face a new environment in which local hazards and customs or job requirements differ greatly from their previous experience. Cultural insensitivity or the need to function in an unfamiliar language could give rise to situations in which elements of the Safety and Health Plan could lead to misunderstandings or mutual incomprehension.

The OHSP is a living document that will be modified as required to reflect changing conditions during mine life. The OHSP should be read and implemented in conjunction with the Environmental and Social Impact Assessment (ESIA) and the Environmental and Social Action Plan (ESAP) to ensure that responsible parties are familiar with the nature of impacts, mitigation measures, and policies applicable to their activities and can comply properly with GeoCam commitments.

1.1 Safe Work Environment Culture

The concept of “safety” must be understood and promoted at the earliest possible time in the Project for effective safety management. Safety and health programs need to be introduced at the earliest possible time and be continuously expanded, monitored, and enforced. As employees see the benefits, progress can be made from a more basic approach used during exploration work, through to the more complex regime needed to manage safety during construction, and finally to the operational phases of the Project.

Employees must be convinced that safety is in their own best interest and is an inherent part of GeoCam and its contractors’ operations. A good starting point for training is during exploration and early project development activities.

GeoCam intends to establish Standard Operating Procedures (SOPs) as early as possible to introduce to the workforce the need for formal rules for carrying out specific jobs in a safe manner. A sense of personal ownership for procedures and regulations is needed to build and maintain a “Safety Culture” throughout the Project.

There are numerous standard safety systems in use throughout the world. It is important to make sure that the one used best fits both the Project operations and the local conditions. It may be better to develop a site-specific system or at least alter a standard system to develop the best program for the Project.

A strong awareness and consideration of key basic physiological and cultural values can help to ensure that the safety management programs and other training activities are presented using methods that are both personally and culturally acceptable to new employees.

1.2 Protective Equipment Selection

The purchase and use of personal protective equipment (PPE) is an essential part of safety management. This includes determining specifications for the equipment to be used as well as training in its use. Limited trials and past experience can help to identify the most effective and comfortable equipment.

A review will be made of equipment that is available or could be made available locally. Details of acceptable manufacturing standards are required. PPE should be of an internationally accepted standard. Sub-standard equipment may not deliver the protection expected, and liability issues may result. A safe balance between quality and cost is required. For example, a basic nuisance dust mask does not require the same stringent standards as a full-face respirator for airborne particulate heavy metals. The determination of a strategy for the procurement of safety equipment is required. It will need to be implemented for the construction phase in conjunction with the Contractors.

Selection of quality, comfortable, and light lightweight equipment helps ensure that the gear works effectively, is worn by workers, and does not become a burden to use. When people accept the use of safety equipment and, by extension, that the associated rules and regulations are genuinely important, the safety culture grows, which can help to ensure compliance, thereby reducing the need for policing.

The Company will develop internal policies that relate to the supply, maintenance, and replacement of safety equipment for employees and the basic work clothing requirements.

1.3 Safety and Health Management

A key decision is the appointment of the person responsible for safety and health for the Project. This person will most likely be a national, fluent both in the working language of plant management and local languages as well as being comfortable in the local culture. A strong familiarity with safety and health programs is required along with strong communication, administration, and delegation skills. A strong basic understanding of the Project activities is also essential in order to be of the best practical help in finding solutions to safety and health problems that are both pragmatic and, from the operator's point of view, workable. Overseas training and mine visits to help broaden experience are highly advisable.

Safety and health management will be required both during the construction phase of the Project as well as operations. On-going supervision will also be required to ensure that Contractors conform to the applicable requirements of the Project. Acquiring experience of this diversity takes time and ample exposure.

To implement, maintain, and deliver the safety and health program, it is essential that the overall Health, Safety, Social, Environmental Manager have the full support of the overall Management Team and of senior operating and support managers for the Project.

It will be through the Superintendent's trained staff and employees that the Safety and Health Plan is implemented. Adequate resources and facilities will be provided, and sustained by GeoCam to ensure this.

1.4 Transportation of Goods

The transportation of goods via roads including fuel, chemicals, supplies, equipment, and concentrate must be accomplished safely. Planning for and monitoring of transportation and supply contracts is essential. The quality of vehicles used by local contractors for the road transport of heavy or hazardous goods, for concentrates, or for carrying plant workers may be inadequate. Local experience in dealing with a chemical or similar spill or for maintaining time schedules may be limited. A serious incident could endanger many lives and end up receiving unwanted international media attention. Therefore, it will be necessary to establish the safest and most economical transportation methods, road, or rail, from information on routings and on height, weight, or load length limits on bridges, overpasses, or

underpasses. Liaison will be required with local authorities along the preferred travel routes. Construction contractors will need the information both in the construction phase and for the on-going transport of material needed to repair and maintain the Project.

Monitoring of contractor and supplier transport, safety management, and vehicle maintenance programs will be necessary throughout operations. The earlier a program is established, the sooner potential suppliers and transporters will know what GeoCam expects. It will take time for local contractors to adjust if significant changes are required to their normal practice or if new equipment is needed. In addition, mandatory listings and procedures for labeling, inspection, transporting, and storage of hazardous goods will need to be established.

Port and offsite storage facilities owned or leased by GeoCam will also require integration into the Safety and Health Plan. Such facilities may include equipment for loading and unloading of trucks or ships and other support works such as offices, fuel tanks, truck washing facilities, and mechanical workshops. If GeoCam establishes a helicopter pad, appropriate safety procedures will be required.

1.5 Monitoring

Monitoring requirements for occupational health will be determined during detailed engineering design. These will include requirements for monitoring of noise, radiation, chemicals, aerosols, vapors, temperatures, humidity, airborne dusts, and physical exposures, etc., as applicable to various job activities. Technicians will also be required to monitor hazards such as confined space, excavation, or tank entry to ensure that conditions are safe.

Recognizing workplace hazards and planning for their monitoring will guide equipment selection, the monitoring period, and frequency of monitoring. The information collected will be used to assist in the selection of PPE requirements.

Environmental technicians will normally carry out routine monitoring of occupational health and safety in the work place. They may report to the Health and Safety Department or to another group such as the Environmental Department.

1.6 Employee Health

Decisions regarding employee medical/health aspects of the Project will be carefully considered during the feasibility study and will need to be implemented prior to the start of construction, at which time injury/first aid and malaria management capabilities should be up and running.

The company will be making a major investment in the ongoing training and upgrading of the skills of its employees. An essential means of safeguarding this investment is to ensure the health of its employees.

In order to do this, a number of strategies will be adopted:

- Carry out pre-employment medical examinations of all employees
- Carry out annual physicals for employees with selected job classifications
- Integrate work-place monitoring data, as appropriate, into the medical records of employees
- Employees will be kept up-to-date on all routine immunizations (measles/mumps/rubella (MMR) vaccine, diphtheria/pertussis/tetanus (DPT) vaccine, poliovirus vaccine, etc.). It is recommended that unvaccinated people traveling to or working in the Project area receive immunizations for Hepatitis A, Hepatitis B, Typhoid, Rabies, and a second polio vaccine, if they have received only a primary series with either inactivated poliovirus vaccine (IPV) or oral polio vaccine (OPV). In addition, a regular vaccination regime for employees should be established; for example, with respect to yellow fever and meningitis. Malaria is also considered a high risk in the Project area and prevention measures such

daily medication may be implemented. Dengue Fever may be a potential issue to manage throughout the life of the project, especially for expatriates who may not have been exposed before.

- Provide general health and medical services to employees. The company may decide to support a local clinic in addition to one on the Project site and maintain it with a qualified occupational health technician and doctor who would provide service to the community. A procedure for medical evacuation in case of emergency will be draft and displayed in all offices of the Project.

As with safety, health management must be fully integrated with on-site contractors from the start of exploration through construction and into production, all as applicable.

1.7 Limitations and Disclaimer

This report titled, *Nkamouna Project Environmental and Social Assessment Occupational Health and Safety Plan*, has been prepared by Knight Piésold and Co. (Knight Piésold) for the exclusive use of Geovic Cameroon PLC. No other party is an intended beneficiary of this report or the information, opinions, and conclusions contained herein. Any use by any party other than Geovic Cameroon PLC of any of the information, opinions, or conclusions is the sole responsibility of said party. The use of this report shall be at the sole risk of the user regardless of any fault or negligence Geovic Cameroon PLC or Knight Piésold.

The information and analyses contained herein have been completed to a level of detail commensurate with the objectives of the assignment and in light of the information made available to Knight Piésold at the time of preparation. This report and its supporting documentation have been reviewed and/or checked for conformance with industry-accepted norms and applicable government regulations. Calculations and computer simulations have been checked and verified for reasonableness, and the content of the report has been reviewed for completeness, accuracy, and appropriateness of conclusions. To the best of the information and belief of Knight Piésold, the information presented in this report is accurate to within the limitations specified herein.

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Section 2.0 - Corporate Commitment and Responsibility

GeoCam is committed to the occupational health and safety of its employees and those associated with the Project (contractors, stakeholders, etc.). This OHSP is aimed at providing safe and healthy working conditions, developing, maintaining, and promoting safe and productive work practices in all aspects and all phases of the Project, and complying with all occupational health and safety laws and regulations governing its activities in conformance with best international practice. The company considers the safety and health of its employees to be of the highest importance in the efficient conduct of the operation and believes that management and staff have a shared responsibility in the application of this Policy.

This OHSP assigns specific duties and responsibilities to GeoCam managers regarding occupational health and safety. The organization chart identifies how managers will play a strategic role in the implementation of the OHSP, including the Health, Safety, Social, and Environmental (HSSE) Manager; the Mining Operations Manager; the Plant Operations and Metallurgy Manager; and the Mine Manager. Key responsibilities for these personnel are summarized in the chart. When mining operations begin, responsibilities may be altered to better accommodate the manager or facilitate a duty process. Figures 2.1 through 2.3 present the GeoCam organizational structure.

The HSSE Manager will have overall responsibility to ensure that safety, health, and emergency planning requirements for the Project are adequately addressed. Issues that relate to operation, maintenance, and inspection of the tailings facilities and the mill including health and safety will be the responsibility of the Processing Manager. The Mining Manager will have responsibility for mine operations, and the Mine Maintenance Manager will be responsible for ancillary facilities and structures such as the warehouse and machine shop.

Plans, manuals, and documents that cover safety, health, and emergency planning activities will, at a minimum, are maintained at the following locations:

- Office of the General Director
- Office of the Processing Manager
- Office of the Mining Manager
- Office of the Health, Safety, Social and Environmental Manager
- Office of resident contracted services managers
- Offices of Governmental and Regulatory personnel, if appropriate

Appropriate departmental managers will manage updates to this OHSP and related documents with input as required from specialist consultants. Since operating procedures and personnel will change over the life of the Project, revisions to the OSHP will be required to cover changes in operations, new equipment, processes or procedures, and legislation.

It is the responsibility of the HSSE Manager or his/her delegate to ensure that documents are updated to reflect these changes. Substantial revisions to health and safety documentation shall be submitted to the relevant authorities and to those company offices where copies of documents are kept.

A letter of transmittal clearly identifying the distribution list should accompany each revision of a document each revised page of the manual should be clearly marked as to the revision date prior to replacement. The replaced pages must be filed and kept on record.

Section 3.0 - Education and Awareness

Education of employees is a critical element in the achievement of superior safety performance. Training and follow-up play a key role in reducing accidents and injury. To this end, GeoCam will continue to update and implement applicable health and safety policies and procedures and provide updated information, training, and equipment to its employees.

3.1 Employee Orientation

All new employees will receive training and instruction as to GeoCam's safety policies, rules, and procedures and will receive a copy of a Project Safety and Health Manual to be developed by the Environment, Health, and Safety Manager. This training will cover all applicable items listed in the OHSP as well as any other site-specific or job-specific items.

All employees, contractors, or consultants new to the Project site will also be given a comprehensive site orientation by an experienced Project representative. Depending on company policy, the orientation for contractors or consultants may be similar to, or identical to, that provided to new employees.

An Employee Safety Orientation Record, shown in Figure 3.1, will be filled out for each employee, contractor, or consultant and filed on site as noted in Section 3.5. Employees will also attend all safety orientations required by GeoCam.

Procedures will be established to log the arrival and departure of visitors. An appropriate formal briefing on site safety and health procedures will be given. Visitors will be provided with appropriate safety equipment and supervision (see Figure 3.1).

3.2 Contractor and Unfamiliar Area Work Hazards

In the normal conduct of work activities, some of the greatest hazards that employees may be exposed to are those of unfamiliar work areas or of various contractors' operations. The following procedures are intended to minimize the exposure of employees with regard to the activities of unfamiliar work areas or of contractors:

1. Employees shall not perform any work activities that are not in the scope of their normal work or for which they are not trained, qualified, or approved unless authorized and under the supervision of qualified personnel.
2. If the employee is aware of work being performed in an unsafe manner, the employee shall request that the worker(s) responsible correct the safety deficiencies. In cases of imminent danger or non-compliance, employees shall immediately advise or summon the appropriate supervisor to correct the safety deficiency prior to resuming their own activities.
3. Employees shall not operate any equipment, including electrical power sources, computer controls, stationary or mobile machinery, etc., for which they are not trained and authorized.
4. Employees will follow company and regulatory requirements for use of PPE.
5. Employees will follow all rules regarding project site excavation permits, confined space entry, lockouts, hazardous area entry, and other safety procedures.
6. The Engineering, Procurement, and Construction Manager (EPCM) contractor will be responsible for developing an environmental safety plan that is in accordance with GeoCam.

3.3 Project Safety Meetings

Project safety will be included as an item in regularly scheduled meetings with supervisor(s). Meetings should be held at least weekly. Any pertinent topics or concerns raised by the parties should be addressed. Any accidents or near-miss situations should also be reviewed with specific emphasis on future prevention. Items discussed in the meetings will be recorded and distributed to the parties and to the Environment, Health, and Safety Manager either as a special report or in the form of meeting minutes.

3.4 First Aid/CPR Training

At least one employee who has current first aid certification must be present at the worksite at all times during working hours. First aid training will be provided at company expense to all interested employees. Though not mandatory, cardiopulmonary resuscitation (CPR) training will also be offered and instruction will be provided at company expense to all interested employees.

3.5 Recordkeeping

Company policy requires that all records pertaining to safety be maintained onsite. Managers will establish and maintain up-to-date file systems containing at least the following:

- A copy of the Safety and Health Manual and any other pertinent site-specific rules or regulations
- Employee safety orientation records
- Minutes of Project safety meetings
- Any pertinent information from daily site inspections
- Any safety incident reports
- Any safety violation reports
- Any other information as deemed appropriate by supervisory personnel

3.6 Notices and Posters

Approved notices and posters may be posted at work sites. These may include, but are not to be limited to, a listing of emergency contact phone numbers as required by the Emergency Response and Contingency Plan (ERCP) (ERCP Section 2.7), licenses and placards, chemical handling requirements, locations of emergency aid stations, and notices or posters required by the regulatory agencies or GeoCam.

3.7 Immunization and Vaccination

Each employee is ultimately responsible for his or her own health and should ask about potential health and safety hazards, not only in the work place, but also during leisure activities or travel away from the site for any reason. Employees are also responsible to maintain their own basic vaccination requirements up to date at all times. GeoCam will establish the requirements for the site and will advise employees of the requirements and make vaccinations available at no charge.

3.8 Allergies and Other Pre-Existing Health Conditions

Each employee shall have a pre-employment medical evaluation at company expense and shall advise GeoCam at the time of his/her employment of any serious allergies or other pre-existing health conditions which could result in a requirement for emergency treatment if triggered by site conditions or circumstances. GeoCam should be made aware of relevant medications carried by the employee or of procedures to carry out in an emergency situation.

Section 4.0 - General Safety Practices

4.1 Housekeeping

Good housekeeping practices reduce hazards, lower accidents rates, reduce costs, increase production, and raise employee morale. These practices are the responsibility of all personnel. An efficient, safe project can often be recognized by its housekeeping.

The following are guidelines for good housekeeping practices:

- Keep aisles, stairways, passageways, and storage areas clear of spillage, waste material, and debris.
- Fire lane access to hydrants must be kept clear at all times.
- Periodically remove scrap materials from the work area. Trash containers should be conveniently located in all areas and regularly serviced. Special labeled containers may be needed for hazardous materials.
- Place tools and materials where they will not create a hazard for others.
- Keep floors of workplaces clean and, as much as possible, dry.
- Store all rags or materials used with combustible liquids in covered metal containers.
- Maintain all toilets and wash facilities in a clean, sanitary condition.
- Remove protruding nails, staples, screws, or other objects from areas where they are a concern
- Promptly repair equipment or machinery that is leaking, vibrating, or otherwise malfunctioning
- Keep all internet or power supply cables hidden from the access route to desks. Preferably, hide them behind desk or along the wall of offices.

4.2 Inspections of Project Work

Effective internal work place inspections can contribute significantly to the prevention of accidents and injuries. Following all applicable safety standards is also a prudent cost saving strategy. External inspectors have the authority to suspend unsafe operations and impose stiff monetary penalties.

An experienced person (foreman or supervisor) familiar with the work and equipment shall inspect each work area at least once per shift and note any conditions or actions which may adversely affect safety or health. Such inspections are easily carried out during the normal course of work.

Any deficiencies identified during the inspections shall be properly corrected or reported to the responsible parties for correction. Any work being carried out under conditions that may present an imminent danger shall be stopped immediately until such conditions are corrected.

It is the responsibility of any person in the workplace to report hazardous or unsafe machinery, operations, conditions, or work practices to a supervisor or person otherwise responsible for the work area.

Upon presentation of proper agency identification, external regulatory inspectors have the right to conduct inspections of the activities and work areas of GeoCam and of contractors or non-company employees. In such cases, a senior company and/or contractor's site representative should accompany the inspector, participate in the inspection, and attend any related safety meetings. The representative(s) should take notes and photographs, especially where the inspector notes alleged violations. Should the inspector impose any citations or penalties, the HSSE Manager, and the contractor's home office should be notified as soon as possible.

Documentation from inspections of project work areas must be filed in accordance with company recordkeeping procedures.

4.3 Work in Adverse Conditions

Some work may involve activities in very hot temperatures, high humidity, or wet conditions. Over-exposure to these conditions could represent a physical hazard to employees and can cause related illness or injury. Proper preparation for work in such climates is key to minimizing the potential for problems.

Heat illnesses are the result of elevated body temperatures due to an inability to dissipate body heat and/or to a decreased fluid level. They include heat cramps, heat syncope, heat exhaustion, and heat stroke (hyperthermia). Factors that can contribute to these conditions include temperature, exercise, humidity, sweating, and wind.

Adequate fluid is critically important in hot environments to help thermo-regulate the body. Dehydration is always easier to prevent than to treat. It is important to regulate fluid losses by drinking adequate amounts of water. The body absorbs water best if it is consumed in frequent, small amounts rather than all at once. Do not depend on feeling thirsty to tell you when to drink – thirst is a late response of the body to fluid depletion. Another factor in overall fluid balance is the replacement of salts lost to sweat. In most cases, the salt consumed with normal food provides adequate replacement.

Procedures to reduce the potential for heat exposure include:

- When working outside in hot conditions for extended periods, wear proper protective clothing. Covering up to avoid direct sunlight on the skin is a good way to keep the body temperature down. A hat, light pants, and long-sleeved shirt will help to accomplish this. Sunglasses and sunscreen are also useful for sun protection.
- Drink plenty of water or other hydrating fluids. Note that your body may need up to 4 liters of fluid per day if you are exerting yourself during hot conditions.
- If traveling by vehicle in remote areas, ensure that the vehicle is equipped with chains, a tow rope, a basic first aid kit, and adequate water. In some areas, a cellular phone or radio may be useful to provide emergency communications. Carry emergency supplies in the event that the vehicle breaks down or becomes stuck.
- If you become stranded in a remote area, stay with the vehicle. Chances of being found are much greater.

Procedures to reduce exposure during wet conditions include:

- Keeping feet dry to avoid fungal infections.
- Keep body dry by staying indoors or using rain protection clothing.

If work is planned at a location where exposure to hot or wet conditions represents a significant hazard, especially where medical facilities are not readily accessible, then appropriate survival and first aid training should be taken.

4.4 Work in Remote Areas

Some work may involve areas where emergency services or assistance is not readily accessible. Proper safety management by individuals working in such areas is an effective way to prevent accidents before they occur.

Work in rural areas carries its own challenges and hazards from extreme heat and humidity to episodes of flooding or other natural events. If employees work frequently in areas where emergency services are inadequate or inaccessible or will be on assignment to such an area, relevant first aid courses should be taken.

Issues addressed in the courses should include:

- Navigation
- Weather conditions
- Clothing, equipment, and supplies
- Communications
- Wildlife encounters
- Vehicle safety (four-wheelers, helicopters, etc.)
- Safe use of specialized equipment
- Basic survival skills and emergency equipment
- First aid procedures and supplies

4.4.1 Planning and Preparedness

Pre-planning is essential for any safety program. The company encourages its employees to be prepared for the potential hazards associated with the types of environments in which they will be working. As a minimum level of pre-field planning, it is recommended that the Project Manager complete a Field Itinerary that includes the following items:

- Project name and number
- Name and affiliation of each person participating in the field program, including the individual designated as the Field Leader
- Overview of the scope of work
- Review safety measures related to the current nature of work to be completed
- Trip plan and schedule (daily itinerary of proposed activities by geographic location and time, including travel to and from site)
- Accommodations and associated contact numbers
- Field equipment for professional and/or personal use, including transportation
- Safety and first aid equipment
- Contingency plan in case of emergency
- Emergency contact numbers

The Project Manager will arrange a pre-field meeting with the individuals participating in the Field Program to discuss the Field Itinerary and facilitate their input. Upon finalization, a copy of the Field Itinerary will be made available to:

- The Project Manager
- Reception
- Each individual participating in the Field Program
- The Parties commissioning the work

The Field Itinerary should be designed to meet the following primary objectives:

- To identify safety issues prior to conducting fieldwork such that appropriate equipment and contingency planning are made available.
- To allow GeoCam to locate and contact its employees and their next of kin in the event of an emergency
- To have a mechanism in place to assess: (1) when an employee is considered overdue, and (2) if location/rescue efforts are required.

Field Programs must be flexible to accommodate changes in the Scope of Work or Trip Schedule. It is the responsibility of the Field Leader to ensure that major changes to the Field Itinerary do not compromise the aforementioned objectives. Major changes in the Field Itinerary should be reported to the Project Manager, the Head Office, and Project sponsors by telephone prior to the fieldwork completion date identified in the Field Itinerary.

The company recognizes that a Field Itinerary is not a replacement for good judgment, field experience, or safety training. However, it encourages its employees to be prepared and to adopt a methodical approach to identifying and addressing safety considerations prior to the initiation of fieldwork.

4.4.2 Transportation Hazards

Employees are to obey posted speed limits and uphold their responsibility, as drivers, for passenger safety. Employees should refuse to travel in vehicles in which driver operation or condition of the vehicle compromises their safety. Wearing of seat belts is mandatory for all employees.

Exploration locations are often accessed by inactive roads, which are potentially hazardous due to infrequent surface maintenance, narrow widths, steep slopes, poor visibility, and infrequent signage. As on the highway, serious accidents are often caused by excessive speed relative to road conditions. Drivers are ultimately responsible for their passenger's safety. It is company policy that they must maintain a safe speed at all times. Other considerations include:

- Normally, a permit or special permission is not required to use roads, but exceptions do exist.
- Turn on your headlights and drive with extra caution, keeping to the far shoulder of the road, particularly on blind corners.
- Obey posted road signs. These signs often give hours of public access.
- Be aware of changing road conditions as changes can occur quite suddenly. Watch for rough areas, mud, dusty conditions steep hills, fallen rock, and animals and foot traffic on the road.
- Beware of washouts and road deactivation, particularly the depressions resulting from the removal of culverts (water bars).
- Park clear of the road and any gates.
- Honk horn before backing up
- Set parking brake when parked

4.4.3 Watercourse Hazards

Stream wading can be extremely dangerous for two main reasons:

1. Stream substrates are slippery, and it is relatively easy to slip and suffer a blow to the head
2. Moving water can drown even the best swimmers

Never underestimate the power of moving water and never wade alone. To wade safely in a stream, you must learn to evaluate safe and unsafe conditions. Even experienced waders should never enter a stream without evaluating potential hazards. Canyons, deep pools, log jams, waterfalls, fast currents, and unstable or slippery substrates are potentially hazardous. Fatigue and inexperience also increase the potential for accidents.

Personal floatation devices, wading shoes, wading staffs, and wading belts are recommended when wading in difficult conditions. Fixed safety lines should only be used if your field crew is able to provide adequate support and has rescue experience since safety lines have the potential to pull you under. Know your limits: if you are especially tired, distracted, or injured, stay out of the stream.

If you fall in the water while wading, do not attempt to swim against the current. Instead, roll on your back, feet downstream, and let the current sweep you along, using your arms and legs to propel yourself slowly toward shore. Use your feet to kick off from rocks. When you get into shallow water, roll onto your stomach, and crawl ashore.

Water quality sampling near watercourses should only be conducted in areas with safe access. Protective equipment should be worn if sampling is conducted from contaminated water bodies (sewage lagoons, tailings ponds, etc.). If boats are used, personal floatation devices must be worn, and the boat must have the safety equipment recommended by the relevant agency.

4.4.4 Steep Terrain Hazards

To navigate safely in steep, hazardous terrain, you must learn to evaluate safe and unsafe conditions and prepare for any severe conditions that may be encountered. An important rule is to let others know exactly where you are going, with whom, and when you can be expected back. Backcountry preparedness begins with prior knowledge of the anticipated route, types of terrain, technical skills needed, and route length.

Disorientation results when the body is cold, oxygen deprived, and/or fatigued. Know the physical limitations of each member of the field crew, especially if any member has a predisposing medical condition that could possibly require immediate care while on the trip (e.g., diabetics and persons with heart conditions).

4.4.5 Wildlife Hazards

Wildlife hazards are a potential risk in some areas. These may include poisonous snakes, large mammals, or reptiles and insects. The recommended approach is to identify any potential wildlife hazards beforehand and plan your field program accordingly.

4.4.6 Political Hazards

Political instability or local hostilities can give rise to concerns from persons bearing arms, anti-personnel mines, or buried or unexploded munitions. This is not likely at the Nkamouna Project. In the unlikely event that employees will be required to cross or work in such an environment, adequate site-specific contingency planning and training will be conducted.

4.4.7 Travel Hazards

Employees may be exposed to unfamiliar hazards while traveling abroad. Pre-trip planning is essential to ensure that health and safety risks are minimized. Travel advisories can be obtained for most countries in the world through the Internet. These typically provide local information contacts, entry requirements, health and medical requirements and guidelines, entry customs/duty free, embassies/consulates, local laws customs and restrictions, warnings, climate, language(s), and currency. Company offices are also a valuable source of information.

Some general travel tips include:

- Make sure you have a signed, valid passport and visas, if required.
- Never drink water from taps, wells, lakes, or streams. Carry bottled water instead.
- Be extremely cautious of what you eat.
- Read the Consular Information Sheets (and Public Announcements or Travel Warnings, if applicable) for the countries, you plan to visit.
- Leave copies of your itinerary, passport data-page, and visas with your employer, family, and/or friends so that you can be contacted in case of an emergency.
- Make sure you have insurance that will cover your emergency medical needs while you are overseas.
- Familiarize yourself with local laws and customs of the countries to which you are traveling. Remember, while in a foreign country, you are subject to its laws.
- Do not leave your luggage unattended in public areas and never accept packages from strangers.
- While abroad, avoid using illicit drugs or drinking excessive amounts of alcoholic beverages and associating with people who do.
- Do not become a target for thieves by wearing conspicuous clothing and expensive jewelry and do not carry excessive amounts of cash or unnecessary credit cards.
- Deal only with authorized agents when you exchange money or purchase art or antiques in order to avoid violating local laws.

4.5 Site Security

Security for the Project will be provided in accordance with best international practice and with company and operational needs. Security covers a broad range of concerns including, but not limited to, financial, legal, property, personnel, information, operational, governmental, and community relations aspects of the Project.

Security planning is mostly associated with the mine-site, port-site, and materials transport, both to and from the site. Security of personnel traveling to and from the Project, living, working, or traveling outside designated Project areas is outside the scope of this safety plan.

Detailed identification of security issues and appropriate security planning will be developed in conjunction with ongoing project design.

Typical broad aspects of project security may include, but are not limited to:

- Fencing to prevent illegal access to sensitive sections of the property
- Fencing to minimize injury to person, animals, or equipment on the property
- Lighting, as required
- Guard house and barriers on roadways to register, control, and monitor traffic, goods, and personnel entering and leaving the site
- Logs to keep track of visitors and contractors on site
- Training of new employees and visitors in the safety rules, hazards and use of appropriate safety equipment
- Training in radio protocol for appropriate personnel
- Appropriate warning signs and notices

- Confidential document storage and handling procedures
- Warehouse and inventory control procedures
- Locks and keys to limited access plant locations
- Ongoing awareness and consideration of changes or potential changes in attitudes of workers, employees, and townsfolk to GeoCam and to the Project (political awareness)
- Follow appropriate equipment parking and storage procedures

Section 5.0 - Equipment and Machinery

The use of machinery and equipment will be extensive throughout the Project. Detailed operating and maintenance procedures will be developed complete with safety and health considerations as a component of the design and commissioning of the facility and each operating element.

5.1 General Requirements

The company must ensure that machinery and equipment is fitted with adequate safeguards which:

- Protect workers from contact with hazardous power transmission parts.
- Ensure that a worker cannot access a hazardous point of operation.
- Safely contain any material ejected by the work process that could be hazardous to a worker
- Guards on equipment and machinery must be designed where practicable to allow lubrication and routine maintenance without removal of the guard.
- Any unsafe tool, machine, or piece of equipment must be removed from service and identified in a manner (e.g., Lock-out/Tag-out) which will ensure it is not inadvertently returned to service until it has been made safe for use.
- A machine must be located or safeguarded so the operation of the machine will not endanger workers using normal passage routes about the workplace or operating an adjacent machine.
- A physical hazard must be marked in a manner that clearly identifies the hazard to workers.
- Piping systems containing substances other than controlled products must be identified in a manner known to the affected workers. Markings on a piping system must be maintained in a legible condition and a language understood by all mine personnel.
- Rotating parts exposed to contact by workers must be guarded.
- Every gear or chain sprocket must be completely enclosed, or if complete enclosure is impractical, must have band-type guards with flanges extending below the root of the gear teeth.
- A power transmission belt rope or chain must be guarded to protect workers in the event of its failure.

5.2 Conveyors

- Belt conveyors must have accessible nip points of spools and pulleys guarded to prevent contact by a worker.
- Conveyor must have guards to prevent material from falling from the conveyor into areas occupied by workers.
- Conveyor must have an emergency stopping system unless guarding prevents worker access to the conveyor. Stopping system must be designed and installed such that after an emergency stop, local manual resetting is required before the conveyor can be restarted.
- A conveyor must not be restarted after an emergency stop until inspection has determined that it can be operated safely.
- Abrasive tools must have a protective hood to contain wheel fragments should it break apart while turning.
- Dust from grinding or buffing must be controlled to prevent hazards to any worker.
- Operation, inspection, repair, maintenance, and modification of a vehicle support or lift must be carried out according to the manufacturer's instructions or the written instructions of a professional engineer.

5.3 Welding and Cutting

- Welding, cutting, and similar processes must be carried out in accordance with the requirements of appropriate safety codes.
- Effective local exhaust ventilation must be used at any fixed workstation to minimize exposure to harmful contaminants produced by the process.
- Burning, welding, or hot work must not be done in any place where the presence of a flammable or explosive substance is likely.
- Tests have been done by a qualified person to ensure the work may be safely performed.
- Suitable safe work procedures have been adopted, including additional tests made at intervals that will ensure the continuing safety of the workers.
- Before using gas welding or burning equipment, the operator must ensure that the equipment is free from defects, leaks, oil, and grease.
- Suitable safety devices to prevent reverse gas flow and to arrest a flashback must be installed in each hose of an oxy-fuel system between the torch and the regulator.
- Arc welding must not be carried out unless workers who may be exposed to radiation from the arc flash are protected by adequate screens, curtains, or partitions or wear suitable eye protection. Twelve meters (m) is the recommended minimum distance from which an electric welding arc should be seen by the unprotected eye.
- A worker involved in welding or burning must wear appropriate protective clothing and equipment.

5.4 Power Tools

The use of portable electric power tools such as drills or saws may be frequent on the site. It is important to remember general safety guidelines when using this type of equipment.

The following are general procedures to reduce the hazards associated with the use of portable electric/power tools. Employees should refer to the user's manual that accompanies each piece of equipment.

- Never use a tool if you are not trained to do so.
- Choose the correct tool for the job.
- Read the owner's manual before using any tool. Inspect the tool before each use, and repair or replace worn or damaged parts, including the electrical cord.
- Keep work areas around power tools tidy.
- To reduce the risk of electric shock, do not remove the cover, or attempt to service the tool, expect under directions in the user's manual.
- If the item is battery-powered, use only fresh batteries of the required size and recommended type. Do not mix old and new batteries, different types of batteries, or rechargeable batteries of different capacities. Always dispose of old batteries properly. Never leave dead, old, or weak batteries in the tool, and remove batteries if the tool is not going to be in use for over a week.
- Always turn off and unplug a power tool before:
  - Adjusting, oiling, cleaning, or repairing it
  - Attaching an accessory
  - Changing bits, blades, or grinding wheels
- Unplug or lockout tools when not in use. Unplug tools by pulling directly on the plug. Jerking on the cord can cause damage to the tool. Return tools, hardware, and other materials to storage or their

container immediately after use. Ensure that the cord is away from high traffic areas. Keep extension cords to a minimum. Use a ground fault circuit interrupter.

- Use appropriate personal safety equipment, including, but not limited to, safety glasses, hearing protection, facemask, and safety boots. It is generally not recommended to wear gloves while using power tools.
- Do not smoke while working with power tools.
- Do not operate tools while ill, fatigued, or taking medication that may induce drowsiness.
- To prevent fire or shock hazard, do not expose tools to rain or moisture. Do not stand in water, on damp floors, or in the rain when working with electrical tools. Keep hands and tools dry.
- When working on ladders or scaffolding, rest power tools on a flat surface or in a container secured to the ladder itself. A falling tool can seriously injure a coworker or bystander. Never carry heavy power tools up and down ladders.

If distracted by something or someone, stop working and turn off the power tool you are working with. Never look away from your work when operating a power tool.

5.4.1 Drills

In muddy or wet locations, battery-powered drills should be used if possible. If not, stand on something dry and avoid contact with a grounded object. Use double-insulated or properly grounded drills. Use only good quality bits. Select the proper size and type of bit for the job. Make sure it is sharp and not damaged. Do not over-force the drill into hard material as the bit might break. If the speed can be varied, operate the drill at the correct speed, and do not lock the switch of a hand-held drill in the on position.

5.4.2 Hand-held Circular Saw

Do not work in wet areas unless standing on a dry surface. Make certain that the saw is properly grounded. Do not clamp or wedge the guard in the open position. Keep your finger off the trigger when carrying the saw. Do not cut the power cord. Wait until the blade stops before laying down the saw. When finished, unplug the saw.

5.4.3 Chainsaw

The saw must have a chain brake that activates automatically upon kickback regardless of the position of the power head or the operator's hands. The saw must be stopped before the operator moves from cut to cut, unless the next cut is in the immediate area, and the saw operator can safely move to the next operating position.

5.5 Lockout and Tagging

Employees and contractors may work at locations where GeoCam enforces a safe clearance procedure. The purpose of this procedure is to render inoperative electrical systems, pumps, pipelines, valves, and all other such energy-dependent systems that may accidentally be energized or started up while employees are working on them.

The following are typical procedures for lockout and tagging:

- When work is being carried out on equipment or a system, all energy sources are locked out and a "Do Not Operate" tag affixed indicating who installed the lock, their company or department, and the reason for the work.

- Each person performing work on a system must affix a lock and tag on the system even though the equipment or system may already be locked out by others. In these situations, a multiple locking device can be used.
- All sources of energy such as pipelines, valves, and pumps are locked, blanked off, or otherwise secured to prevent charging, energizing, or creating any type of hazard to employees working inside a confined space. Lockout locks are to be removed only by the individual who placed the lock on the system. Locks shall not be cut off to allow entry for any reason. Employees cutting lockout locks will be terminated.
- When a system has been completed and is ready for release, the lockout key for the system is transferred to the owner.

5.6 Cranes, Hoists, and Rigging

Cranes and hoists will be in common use on the Project. In most instances, rigging is required for the crane or hoist to lift a load. The misuse of cranes or hoists and the incorrect selection or application of rigging can potentially lead to serious injury or damage. Regulations require that only qualified and trained workers operate cranes or hoists and set up or select rigging.

Detailed procedures must be set up for crane operation, rigging, and inspection and for the ongoing training and certification of personnel and equipment.

The crane or hoist must:

- Be designed, constructed, erected, disassembled, inspected, maintained, and operated as specified by the manufacturer or a professional engineer and to meet the requirements of the applicable standards and codes.
- Be permanently identified by a legible display of manufacturer's name model and serial number on the structure.
- Have capacity permanently indicated on superstructure, hoist, and load block as appropriate or, if a monorail, on the hoist and at 10-m intervals on beam.
- Have a manufacturer's manual reasonably available to the workplace where the equipment is used. The manual must include approved methods of maintenance and safe operation.
- Be inspected and maintained at a frequency and to the extent required to ensure every component is capable of carrying out its original design function with an adequate margin of safety.
- Have an effective audible warning device installed unless the equipment is operated using a pendant control and the operator walks near the load.
- Have the function of all controls clearly marked and kept in a legible condition. Controls for a control or hoist not operated from a cab must be located to provide a safe distance between the operator and the load being lifted.
- Only be operated by a qualified person instructed to operate the equipment. The worker must demonstrate competency including familiarity with operating instructions and the code of signals established by GeoCam for operating the equipment.

The operator must:

- Inspect the crane or hoist at the beginning of each shift and test the control and safety devices as specified by the manufacturer, the applicable safety codes, and applicable regulations.
- Determine and communicate to the equipment operator and to another worker involved in the hoisting operation the weight of each load to be hoisted by the crane or hoist.

- Arrange the work to avoid passing loads over workers wherever possible.
- Not leave a load suspended from a hook when an operator is not at the controls.
- Act only on directions from a designated and competent signaler whenever the operator does not have a clear view of the hook and load through the whole range of the hoisting operation. Radio or other audio or video signals may be used if circumstances make the use of hand signals hazardous or impracticable.
- Safely land and support the load on a crane or hoist hook before being unhooked.
- Keep records of inspection and maintenance to meet the requirements of the regulatory agency.

Modifications that affect the rated capacity must be assessed and the rated capacity adjusted by the original manufacturer or a qualified professional engineer.

Rigging:

- Rigging and slinging work must be carried out by or under the direct supervision of qualified workers familiar with the rigging to be used and with the code of signals authorized by the agency controlling hoisting operations and adopted by GeoCam.
- Load applied to any rigging or rigging assembly must not exceed the working load limit.
- Rigging fittings must be marked with working load limits.
- Natural fiber rope must not be used for lifting with a powered hoist.
- The hook must have a safety latch or other means to retain a load under slack conditions.
- Slings must be inspected on a regular basis and replaced when signs of wear are detected. Discarded slings or rigging equipment must be disabled and removed from site.

5.7 Drill Rigs

Employees may be required to work at drill rigs on geotechnical or mining exploration, monitoring well installation programs, or blast hole drilling. Drill rigs and support vehicles may present hazards from rotating and moving components, engines, cables, high-pressure pumps, hoses, compressors, and various drilling materials. Recognizing these hazards will help jobsite personnel avoid accidents and injury.

The following standards and procedures are intended to reduce the likelihood of injury to workers employed near drill rigs:

- Employees shall not participate in the operation of a drill rig or associated equipment beyond those activities that are necessary to perform their own duties. In other words, employees will not operate the drill controls but may disassemble/assemble core barrels and other sampling devices, operate packer-testing equipment, and perform other similar activities if approved by the drilling contractor.
- All drill rigs shall be equipped with emergency cut-off (stop) switches. Employees will have drill crews demonstrate the location and proper functioning of the emergency switches. If they are not functioning, the equipment shall not be operated until it is repaired.
- Hard hats, eye protection, ear protection, and steel-toed boots safety shall be worn at all times.
- The location of any underground utilities shall be determined prior to the start of drilling.
- If there is any possibility of encountering explosive gases, employees should verify that the driller has properly calibrated detectors for this hazard or require that the driller obtain the appropriate detectors prior to the continuation of drilling.
- Employees shall avoid physical contact with the drill rig.

- Employees shall maintain contact with the drill crew with respect to the development of any hazardous conditions (e.g., lightning potential from approaching thunderstorms or any drilling conditions that could lead to an injury to the drilling crew, the employee, or others.
- All drill holes should be backfilled as soon as practicable following completion of the holes.

5.8 Earthmoving, Construction and Mining Equipment

Accidents associated with earthmoving, construction, and mining equipment are one of the most common causes of injuries and fatalities at mines and construction sites. When a large piece of equipment is operated, visibility up close is typically restricted. This increases the likelihood of collisions with smaller vehicles and persons.

Recognizing some of the hazards of working with earthmoving equipment will help employees prevent and avoid incidents.

Earthmoving equipment operators have safety responsibilities and procedures associated with their job descriptions. Employees must also be familiar with some of these procedures and with the construction equipment for their own safety and to promote a safe work site. Types of equipment typically encountered on the Project may include scrapers, excavators, loaders, bulldozers, trucks, and graders.

Safety procedures associated with this equipment typically include the following:

- Seat belts are to be worn at all times.
- Access Roadways and Grades. No person shall move construction equipment upon any access roadway or grade unless it is constructed and maintained to accommodate safely the movement of the equipment.
- Brakes. All earthmoving equipment shall have a service braking system capable of stopping and holding the equipment when fully loaded.
- Rollover Protective Structures must be in accordance with applicable standards.
- Make eye contact with the operator and when approaching an excavator or dozer from the rear, a good method of attracting the operator's attention is to throw a rock in a high arc over the machine.
- Audible Alarms. All bi-directional machines such as rollers, compactors, front-end loaders, bulldozers, trucks, and similar equipment shall be equipped with an automatic reversing alarm of sufficient volume to be distinguishable over the surrounding ambient noise level.

All personnel working around earthmoving equipment shall wear an orange safety vest for visibility. Employees working in an area with operating earthmoving equipment shall ensure their visibility and safety by utilizing a pickup truck equipped with flashing light and/or a safety observer. Work at night shall be properly illuminated for visibility and safety.

Earth moving and mining contractor's site representatives and company personnel should be informed prior to any quality assurance, surveying, or sampling activities being carried out so that equipment operators can be made aware of their presence onsite. Where possible, radio contact should be made to avoid potential problems.

Exercise care when working directly with equipment. If it is necessary to approach an operating piece of equipment (by vehicle or on foot), first notify the operator by radio if this is possible. Otherwise, approach from a distance, out of reach of the machine, and at an angle from which the operator can see you. Make eye contact with the operator before approaching the equipment. While working around the machine, it is best if the operator can see you at all times – moving and swinging equipment is very dangerous.

5.9 Motor Vehicles

Motor vehicle activity on the Project site will be frequent. Hazards from vehicle operation can be compounded by poor visibility, confined operating areas, background noise, and proximity to large construction equipment, unclear or varying traffic rules, and numerous distractions. Recognizing hazardous situations will help personnel, both on foot and driving, to avoid accidents or injury.

Before the beginning of each shift, each motor vehicle operated onsite should be inspected by its driver. These inspections should include checks of the following:

- Service brake and parking brake
- All lights (head, tail, brake, signal, back-up, safety)
- Seat belts
- Windows, windshield wipers, and mirrors
- Tire condition, including spare
- Horn and back-up warning devices
- Body damage
- Other site-specific equipment such as radios, fire extinguishers, wheel chocks, hoists, etc.

The following safety procedures should be observed while operating a motor vehicle:

- While driving in construction and mining areas, be aware of your own blind spots and take care to avoid blind spots on other vehicles.
- When backing up in a vehicle not equipped with automated warning systems, take appropriate measures to ensure the route is clear and to alert other vehicles or pedestrians.
- Never work between parked vehicles and hazards, working equipment, or material stockpiles.
- Drivers of all vehicles must comply with all local and site regulations, particularly taking care in mine haulage areas, which may require observance of a “right-hand” traffic rule.
- Signs or regulations should be expressed in simple language(s) with which employees are familiar and where possible by a suitable sign.
- Drive with headlights on.
- Right-of-way rulings must be observed with priority being given to construction traffic; mine haul equipment, and pedestrians.
- The driver and all passengers must wear seat belts. The number of passengers should be limited to the number of available seat belts.
- Visibility is very important, and a roof-positioned flashing light should be used in bad lighting conditions and where required onsite. It is also advisable to operate the hazard lights when the vehicle is stationary. The use of these lights will also increase the visibility of personnel working adjacent to the vehicle.
- Radio contact with equipment operators should be used wherever possible to avoid potential incidents.
- Do not carry passengers in the back of vehicles.

Pedestrians should take the following precautions:

- Walk only in designated areas.
- Cross roadways only at designated pedestrian crossings.
- Look both ways and make sure the road is clear before crossing.

- Where it is appropriate, wear high a visibility safety vest.
- Be aware that operators of vehicles backing up may have restricted visibility.

For vehicle operators the following applies:

- All vehicle operators will be trained for the equipment for which they are responsible.
- Safety equipment such as seat belts, wheel chocks, and backup lights (instead of back up horns) will be utilized.
- All vehicle operators will be required to follow safe driving techniques including the use of turn signals following the posted speeds, driving appropriately for the weather conditions, etc.

5.10 Offsite Truck Transport

Concentrate from the mine together with goods and supplies to the mine may be carried by rail and by heavy trucks. In most instances, contractors to GeoCam will carry out this work.

Trucking contractors will be required to submit, for approval, a detailed Health and Safety Plan and ERCP to cover the equipment, workers, and procedures required to carry out the contract prior to commencing any work for GeoCam. The Plan shall include for driver training and licensing, vehicle checking and maintenance, route planning, regulations, and provisions for dealing with accidents, spills, or other mishaps that might occur in the course of the work.

Section 6.0 - Personal Protection

6.1 Occupational First Aid

Adequate first aid and emergency response equipment will be available on the site to deal with emergency and preventative health and medical issues. GeoCam will work with its EPCM contractor to establish such facilities at the beginning of detailed engineering and before construction activities. Any additional specified requirements of GeoCam to integrate the first aid, medical, and health requirements of its employees and those of the surrounding community will also be met.

The equipment, furnishings, services, layout, staffing, and operations for the Project will be specified by persons or a qualified agency experienced in the establishment, operations, and maintenance of industrial first aid facilities. Particular consideration will be required to address the nature, scope, and risks of the Project, including the location, languages, local culture, diverse backgrounds, and existing health conditions of the potential employees.

Identification and directional signs shall be provided on the Project site to clearly indicate the location of first aid and medical facilities. Adequate and reliable means of communication will be established and maintained between all work areas to contact emergency response personnel and equipment. Emergency phone numbers shall be posted in accordance with emergency response procedures set out in the ERCP (ERCP Section 2.7).

6.2 Personal Protective Equipment

The use of personal protective equipment (PPE) significantly reduces the potential for injury and often the severity of injuries. When PPE is specified for certain work assignments or areas, its use is mandatory.

Employees shall maintain, in good condition, work clothing and PPE items that are associated with the work to which they are assigned. As appropriate, this may include appropriate work clothing, steel-toed safety boots, a hard hat, safety glasses, gloves, and earplugs. The Owner will normally supply site-specific protective equipment at the job site. All equipment must meet relevant regulatory standards.

Unauthorized modification or alteration of PPE is prohibited. Defective or damaged equipment must be repaired or replaced.

PPE which may be required includes the following:

- Hard Hat. All employees and visitors shall wear a hard hat in required areas at all times. Hard hats or liners shall be replaced when they are broken or cracked.
- High Visibility Safety Vests must be worn where visibility of the worker reduces the potential for accident or injury. They must be free of excessive stains and damage.
- Work Clothing. Employees must wear clothing suitable for the work being performed and for the work location. Minimum attire is long pants and a T-shirt or as otherwise required or approved by GeoCam. Tank tops, mesh shirts, and torn or worn out clothing are unacceptable.
- Safety Boots must be worn in required areas at all times. Depending on the work activity, additional foot protection may be necessary.
- Non-prescription Safety Glasses. Eye injuries are one of the most frequent types of injury to workers. Additional specific eye protection such as side shields or goggles may be required under certain work conditions.
- Prescription and sunglasses shall meet the requirements of safety glasses.
- Hearing Protection must be worn at all times in specified areas or for designated tasks.

- Respiratory Protective Equipment is required in areas where health hazards exist due to presence of hazardous substances in the air. Employees must be clean-shaven to obtain a proper seal of the air purifying respirator.
- Gloves should be worn when handling objects or substances that might cut, tear, burn, or otherwise injure the hands. Employees using gloves should inspect them for defects prior to use.
- Rubber Boots shall be worn for work with ready-mix concrete or around other materials that present an abrasive or chemical hazard.
- Safety Harnesses and Lifelines shall be used when other safeguards such as guardrails, planking, cages, or scaffolding are not provided. Company personnel will be provided appropriate training in the use of this equipment.
- Other Specialized Equipment. Some situations may require unique safety equipment. Prior to commencing work, special training in the use of such equipment will be provided by appropriate company personnel. Typical areas of concern include areas with high arsenic exposure and confined space access.

6.3 Drug and Alcohol Use

The use of illegal or restricted drugs and alcohol at the workplace creates significant and unacceptable risks, not only to the user but also to other employees. The company policy is to ensure that all work environments are free of prohibited drugs and alcohol and thereby provide an environment that is safe with appropriate motivation for a productive work force. To provide for employee safety and workplace integrity, the illegal manufacture, possession, distribution, or use of controlled substances or alcohol in the workplace by its employees or those who engage or seek to engage in business with GeoCam is prohibited.

6.4 Manual Lifting

Back injuries and hernias are caused by lifting loads in an improper manner or by trying to lift too much. One-quarter of work injuries result from the improper handling of materials:

- Hernias (ruptures) are a common result of improper lifting, but they are not usually caused by one great effort to lift. They usually result from repeated improper exertions carried out in a manner for which the body is not designed.
- Back strains result from overstretching certain muscles and can be caused by improper lifting of even the lightest of loads.

Lifting injuries can be avoided by using proper lifting techniques. Begin by examining the object you wish to lift to find out if it has sharp edges, rough, or slippery surfaces or if it is too heavy. If it is unmanageable by proper lifting techniques, get help.

When lifting, place your feet apart, bend your knees, keep your back straight, and get a secure grip. Lift gradually by straightening your legs in order to put the weight on your stronger leg muscles. Never overreach or twist while lifting. Keep the load close to and in front of your body.

If you have to lift a load shoulder high or above your head, first lift it waist high, rest it on a support, if possible, and change your grip. Then bend your knees to get added power for the upward push.

When moving a load, be sure that you can see where you are going and that the walkway is clear of obstacles. Never try to change the position of a load while you are carrying it. Rest it upon some object and then readjust your grip.

Set a load down the way you picked it up by bending your knees. Put down one corner of the load first and then slide your hands away.

6.5 Ladders

Ladders may sometimes be used by personnel for various tasks. Proper use of ladders will help reduce the potential for accident and injury.

The following are intended for the safe use of ladders:

- Do not use broken or damaged ladders. Ladders that cannot be repaired should be removed from the work area.
- All straight and extension ladders should be equipped with safety feet or be secured at their base.
- All straight ladders should be secured at the top to prevent movement.
- Ladders must not be placed against movable objects.
- The base of straight or extension ladders should be set back a safe distance from the vertical (approximately one-fourth of the working length of the ladder).
- Ladders used for access to a floor or platform shall extend at least 1 m above such floor or platform.
- The areas around the top and base of ladders must be free of tripping hazards such as loose materials, trash, cords, hoses, and leads.
- Ladders that project into passageways or doorways where personnel, moving equipment, or material being handled could strike them must be protected by barricades or guards.
- Personnel shall face the ladder when ascending or descending and use three points of contact at all times.
- Care should be taken to ensure that shoes are free of mud, grease, or other substances that could cause a slip or fall.
- Personnel should not carry materials up or down a ladder. Both hands must be used on the ladder.
- Personnel should always move the ladder to avoid overreaching.
- Stepladders should be fully opened to permit the spreader to lock.
- Personnel must never stand on the top two steps of a stepladder.

6.6 Excavations, Trenches, and Test Pits

Construction trenching, excavation work, and exploratory pits can present serious hazards unless properly planned, executed, and carefully inspected. Accidents involving trenches and excavations can result in fatalities. Strict compliance with the appropriate standards and with this manual will greatly reduce the potential for accidents.

The following are general procedures to reduce the hazards posed by excavations. Employees should also refer to any applicable governmental standards for specific requirements:

- All excavations and trenching operations shall conform with established governmental and company standards.
- Excavation configurations, slopes, and shoring shall conform to all applicable standards or be approved by an engineer experienced in such work or by similarly qualified and approved personnel.
- The location of any underground utilities shall be determined by safe and acceptable means prior to the start of excavation. Such utilities shall be protected, supported, or removed as necessary to safeguard employees.

- Trees, boulders, or utility poles located in close proximity to the area to be excavated shall be removed or supported prior to the commencement of the work.
- A stairway, ladder, ramp, or other safe means of access shall be located in excavations as required.
- All provisions of the Confined Space Entry Program (Section 7.4) shall be followed for trenches and excavations in locations where oxygen deficiencies or concentrations of hazardous materials are possible.
- Employees shall not work in trenches or excavations in which there is accumulating water unless adequate safety precautions have been taken.
- Adequate protective barriers shall be provided around all trenches and excavations, which constitute a hazard to workers or the public.
- Walkways with guardrails shall be provided where employees are required to cross excavations or trenches.
- Daily inspections of excavations and adjacent areas shall be made by suitably qualified personnel prior to the start of work and after every rainstorm. Any safety deficiencies should be noted and corrected prior to the recommencement of work.
- Exercise care when standing near the edge of a test pit or other steep excavation, especially if seepage, sloughing, or other signs of instability are present, as sudden caving of the walls and ground can occur. Do not go near the excavation if it appears unstable.
- Backfill test pits as soon as practicable following excavation. Where no other compaction method has been specified, have the excavator bucket-tamp the material during the backfilling to reduce settlement and surface depressions or holes.
- Never enter a test pit on or in the bucket of an excavator. Test pit walls can collapse at any time, and the bucket will afford little protection. Take samples from the spoil pile(s) resulting from the excavation of the test pit. If it is not possible to be present full time during test excavation, instruct the operator to pile each soil type separately to avoid the need to enter the test pit for sampling.

Section 7.0 - Hazardous Materials and Emergency Situations

7.1 Hazardous Materials

Chemicals and some hazardous materials are a necessary part of the Nkamouna work environment. Some require specific precautions to protect the health of employees. All employees have a right to know which chemicals they will come in contact with and what precautions should be utilized when working with those chemicals.

- It is the responsibility of management and supervisors to ensure that proper information is obtained and disseminated to all employees.
- It is the employee's responsibility to follow the safe practices and procedures outlined in this program on Material Safety Data Sheets (MSDS) and labels, in hazard communication programs, and in other operating procedures.
- An employee, untrained or unclear about working with hazardous materials, must not start work until training is completed or clarification of any uncertainty is obtained.

WHMIS = Workplace Hazardous Materials Information System.

7.1.1 Information on Chemicals

Where work involves the use of hazardous chemicals, a detailed safety management plan must be implemented specific to those chemicals. Every chemical has its own particular risks and safety procedures. However, there is basic information which every employee should know.

7.1.1.1 Warning Labels

Warning labels provide basic information about hazardous chemicals as well as some information on proper use of the chemical. Always read the label on a chemical each time you use it, and do not assume that a chemical will always be the same. Do not assume that the chemical is in its properly labeled container. Labels provide information on physical and health hazards such as whether the chemical is explosive, flammable, corrosive, toxic, reactive, etc., or if the chemical can cause irritation to the eyes, lungs, skin, or cause burns.

7.1.1.2 Material Safety Data Sheets

MSDSs provide key health and safety information about hazardous chemicals. Manufacturers and importers are required to provide an MSDS with the chemicals they ship. Employers must have an MSDS on each hazardous chemical they use. Never use an unfamiliar chemical for which you do not have an MSDS. MSDSs will be accessible for reference at the location of use of the chemical including the plant and administrative buildings.

The format of an MSDS may vary, but they contain the same basic information:

- Identity. The name of the chemical as it appears on the label and the name, address, and phone number of the company that makes the chemical.
- Hazardous Ingredients. The hazardous components of the chemical as well as exposure limit.
- Physical/Chemical Characteristics. The chemical's normal state and how the chemical will behave when it is released, as well as information on the chemical's evaporation rate, specific gravity, vapor density, and vapor pressure.
- Fire and Explosion Hazard Data. Whether the chemical has the potential to catch fire or explode.

- Reactivity Data. Whether the substance is unstable or can react with other substances or with specific kinds of situations and changes in condition.
- Health Hazards Data. The ability of the chemical to enter your body and the type of health hazards the chemical poses.
- Precautions for Safe Handling. How to handle the chemical safely under normal conditions, what steps to take if the chemical is accidentally released or spilled, and proper disposal methods.
- Control Measures. Work practices and hygiene procedures to follow with a specific chemical and the protective clothing and equipment that are needed.

7.1.1.3 Storage and Inventory Control

- Chemicals must be stored in accordance with the manufacturer's instructions,
- Be consistent in the manufacturer of each chemical product to avoid duplicates of similar products.
- Chemical inventory control is required to keep track of material usage and to ensure that oldest material is used first.
- Stale, dated, damaged, or contaminated material that is no longer suitable for use must be disposed of in accordance with the manufacturer's instructions, applicable regulations, and best international practice.

7.1.2 Chemical Safety Basics

Certain chemical safety basics must always be followed:

- Always read labels and MSDSs. Labels and an MSDS should always be available for every hazardous chemical.
- Do not mix incompatible substances. The result can be extremely hazardous in some cases, producing heat, pressure, fire, explosion, violent reaction, or releases of toxic or flammable fumes.
- Emphasize good personal hygiene practices. Do not eat, drink, or smoke in work areas with hazardous chemicals. Wash thoroughly with soap and water when leaving the area and before eating, drinking, or going to the bathroom.
- Keep machinery and other equipment in good working order. Equipment that is not working properly can add to work place hazards.
- Keep work areas clean and neat. Dust and debris can contain hazardous substances that workers will inhale or get on their clothes.
- Store hazardous materials in designated locations and in the proper manner.
- Select, use, and maintain PPE correctly. Protective clothing keeps hazardous chemicals from contacting the body.
- Know the Project ERP. Know the locations of all emergency equipment, first aid supplies, eyewash stations, etc.
- Know how to handle tasks where required in confined spaces (Section 7.4). Confined spaces (spaces without good ventilation) can easily trap contaminants and overcome workers. Note that some excavations and trenches may be considered confined spaces.
- Contain spills quickly. A small spill can quickly become a large one unless it is acted upon quickly.
- Learn basic first aid. Each MSDS has simple first aid instructions to follow when someone is exposed to a hazardous chemical. A few of the most common first aid procedures for chemical exposure are:
  - Inhalation. People wearing respirators should remove the individual from the contaminated area at once and administer artificial respiration if the person is not breathing.

- Contact with Eyes. Wash eyes immediately and thoroughly with water for at least 15 minutes.
- Contact with Skin. Wash immediately with plenty of soap and water for at least 15 minutes.
- Swallowing. Follow MSDS directions carefully. For many substances, that means inducing vomiting but not for all. Never give liquids to an unconscious person.

- Always inform your supervisor of any symptoms of overexposure that may possibly be related to hazardous chemicals.

7.2 Blasting and Explosives

Blasting for the Project will take place at the serpentinite quarries. Due to the specialized nature of the quarry operations, it is expected that the drill, blast, and crushing operations will be handled by third party contractors. The third party blasting contractor will be responsible for managing the explosive permits and magazines, mining, crushing, and loading the serpentinite. GeoCam will be responsible for clearing and grubbing as well as transportation of crushed rock to designated areas. Company employees and others will be site-specific safety trained in GeoCam blasting procedures whenever such employees or others are exposed to blasting operations.

The following provides a partial overview of the safety procedures and requirements that relate to blasting and explosives. For the Project, detailed procedures must be developed by qualified persons in accordance with best international practice and with all requirements of bodies having jurisdiction.

7.2.1 General

- The company must comply with all relevant regulations for the storage, transport, handling, and use of explosives.
- Only the holder of a valid blaster's certificate issued or approved by the relevant authority is permitted to conduct or direct a blasting operation and then only to the extent that the work is covered by the certificate.
- All work in the blasting area must be done under the authorization of the designated blaster of record responsible for that area.
- Persons who do not hold blaster's certificates may assist a blaster, but the blaster must have authority over the assistants, must exercise visual supervision over them, and must be responsible for their work during explosive loading, priming, fixing, or firing.
- The blaster must maintain a personal log of all work personally performed.
- The blaster of record must log all details of the blast. Logs must be maintained at the site for at least five years and be available for inspection by an officer of relevant authority, workers, and worker representatives.
- Workers engaged in loading unloading or conveying explosives must be trained in the proper means for handling the explosives, the hazards of fire and mishandling, and the procedures to follow in the event of as fire or explosion.

7.2.2 Storage

- The employer must ensure that the location of a magazine in which explosives are stored and any restrictions on access or activity around the magazine are clearly communicated to all workers.
- The interior of explosives magazine must be kept scrupulously clean and must be covered or lined to prevent the exposure of any ferrous or gritty materials. Moisture must be excluded. Any article or substance likely to cause a fire or explosion must be kept out of and at a safe distance from an explosives magazine.
- Explosive products removed from the magazine must be guarded and securely contained at all times.

- Blasting explosives and detonator products must be securely stored, kept, and handled separately until the last possible moment before bringing them together.

7.2.3 Transportation

- Vehicles containing explosives, while in a workplace, must display signs in a conspicuous manner visible from all sides indicating the presence of explosives. The signs must be removed when the vehicle no longer contains explosives.
- Vehicle transporting explosives must be in sound mechanical condition, suitable for and capable of safely transporting explosives.
- Passengers other than those assigned to assist in handling explosives are not permitted on a vehicle transporting explosives.
- Explosives, detonators, and associated materials being transported must be enclosed, separated, stored, and otherwise packaged, protected, and handled as required by all applicable regulations and policies.
- All regulations relating to emergency procedures, safe vehicle operation, and vehicle load limits, firefighting equipment, trailer transport railroad, and highway crossing, vehicle servicing, overnight parking, etc., will apply.

7.2.4 Handling

- Explosive materials must be stored, transported, handled, and used in the manner recommended by the manufacturer.
- Explosive materials or accessories which have deteriorated or are believed to be defective must not be used and must be handled and disposed of in a safe manner following the manufacturer's recommendations.
- Explosive material and accessories must not be abandoned, but must be placed in suitable storage or disposed of in accordance with the manufacturer's instructions.
- Smoking or open flame ignitions sources are not permitted within 15 m of where explosives are stored, handled, or are in loaded holes.

7.2.5 Drilling, Loading, Initiation, and Firing

- Procedures applicable to site requirements and regulations must be developed.
- The blaster must take precautions for the protection of persons and property.
- The blaster must ensure the danger area is clear of workers and is kept clear during the blasting period.
- The blaster must post workers who have the sole responsibility of guarding against entry into the danger area of the blast site.

Fly rock is one of the primary hazards of blasting operations in open pit mining. Due to the variability of rock conditions, hole spacing, stemming, and load factors, the amount of fly rock or the throw distance is difficult to predict with certainty. Appropriate blasting mats and/or sand covers are required when blasting in close proximity to lined ponds, pipelines, or buildings. Roadblocks or barricade distances must therefore never be compromised.

Prior to allowing workers to return to the site, a post-blasting inspection by the blaster is required to ascertain if there have been any misfires or other mishaps and to ascertain whether any facilities have been damaged.

7.2.6 Signaling

The blaster must ensure that an audible signaling device distinct from other signaling devices in the area is used to give signals warning of the blast and allow workers to return to the site.

A typically standard blasting signal may be as follows:

- WARNING SIGNAL – A 1-minute series of long signals 5 minutes prior to blast signal
- BLAST SIGNAL – A series of short signals 1 minute prior to the shot
- ALL-CLEAR SIGNAL – A prolonged signal following the inspection of the blast area

7.3 Confined Space Entry Program

A confined space is defined as any space having a limited means of access, which potentially is subject to the accumulation of toxic or flammable contaminants or has an oxygen-deficient atmosphere. Confined spaces include, but are not limited to, the following: caissons, storage tanks, vessels, tunnels, bins, boilers, sewers, manholes, ventilation/exhaust ducts, pipelines, and open excavations, vaults, pits, vessels, or sumps over 1,200 millimeter deep.

Some work operations must be performed in confined spaces. To minimize potential hazards, all employees working in such areas must be instructed as to the nature of the hazard involved, the necessary precautions to be taken, and the proper use of protective and emergency equipment. An entry permit is required to be completed prior to entering a confined space.

7.3.1 Environmental Testing

Before entry into any enclosed or confined space suspected of having flammable and/or toxic air contaminants or deficiencies of oxygen, appropriate tests of the atmosphere shall be conducted by a qualified person to ensure that explosive or toxic limits are not exceeded or that the oxygen concentration is not below 19.5 percent of the total air mixture.

Any confined space found to have an oxygen-deficient atmosphere or to exceed toxic/flammable limits should be:

- Promptly reported to the appropriate site representative
- Posted with appropriate warning signs
- Mechanically ventilated/exhausted
- Rechecked prior to re-entry

7.3.2 Personal Protective Equipment

- Suitable and adequate work/rescue equipment shall be immediately available at all times. The equipment shall be selected as appropriate to the potential hazards or possible contingencies anticipated during the work operations.
- Employees exposed to physical hazards shall wear appropriate eye and face and ear protection along with protective clothing and, where appropriate, rescue harness.
- Respiratory protection may be required where flammable or toxic limits have been exceeded, where an oxygen deficiency exists, or when necessary to ensure employee safety from airborne contaminants.

7.3.3 Ventilation and Lighting

Ventilation may be required as a control method to maintain acceptably low concentrations of flammable or toxic contaminants. Proper lighting and emergency lighting are required in areas where natural light is insufficient.

7.3.4 Communications

Communications must be maintained between personnel in confined spaces and personnel outside those areas. This can be accomplished by visual contact, voice contact, telephone, or two-way radio. In the case of manholes or tanks, a second person (spotter) must always remain outside the area of potential danger while anyone is working inside.

7.3.5 Fire Protection

Fire protection is an important consideration in confined spaces. The company will maintain proper equipment and establish procedures to minimize the potential for fires and associated hazards.

7.3.6 Rescue

Whenever work is performed in a confined space, emergency rescue equipment and procedures must be available and immediately accessible.

7.4 Fire Prevention and Protection

The possibility of fire is a potential hazard in any job situation. Fires not only represent a threat to employees, but they are also a major cause of equipment and property damage. By understanding the causes of fire, employees can reduce the potential for fire hazards at the workplace. By learning the correct ways to prevent, report, and extinguish fires, employees can keep personal injuries and property damage to a minimum.

Fire is the result of the chemical reaction oxidation. It involves four indispensable elements: fuel, oxygen, heat, and the chemical reaction between them. If any one of the elements is removed from the combination, the fire goes out. Fires can sometimes be put out by purely physical action; on some small fires, smothering the fire with a blanket or cover can eliminate oxygen. In other cases, fire-extinguishing agents are used to put out fires.

7.4.1 Smoking Policy

Smoking is prohibited in fuel storage and refueling areas and in all other areas where the potential for fires or explosion is high. Smoking is normally prohibited in all enclosed office work areas. These areas will be identified by the posting of appropriate signs.

7.4.2 Project/Office Layout

When planning the Project/office layout, fire prevention and safety should be of paramount concern.

- The proper location and storage of any fuels, chemicals, flammables, combustibles, and explosives should be carefully planned in advance.
- Waste materials, including liquids, shall not be accumulated in quantities that could create a fire hazard. Until disposed of properly, waste or rags containing flammable or combustible liquids that could create a fire hazard shall be placed in labeled, covered metal containers or other equivalent containers with flame containment characteristics.

- All buildings or structures in which persons work shall have a sufficient number of exits to permit prompt escape in case of fire.
- Buildings and vehicles shall be equipped with fire extinguishers.

7.4.3 Fire Extinguishers

The number one method of fire control is the use of fire extinguishers. Following are the general requirements associated with portable fire extinguishers:

- Each office, laboratory, or work area shall be equipped with a suitable number of approved fire extinguishers.
- Fire extinguishers shall be located in a conspicuous location and identified so that they are readily accessible to employees. They shall be mounted in an approved manner on the hangers or brackets supplied.
- Extinguishers must be kept in a fully charged and operable condition and be at their designated places at all times unless being used.
- A fire extinguisher that is used, even partially, shall be immediately removed from service for recharging and replaced with a fully charged, operable unit.
- Extinguishers in vehicles should be mounted in the vehicle cab readily accessible to the operator.
- Fire extinguishers shall be periodically inspected (i.e., monthly) by a designated company employee or as required by the Project or other applicable safety standards. These inspections are to determine that the extinguisher is fully charged and operations.

7.4.4 Metallic Fires

No attempt should be made to put out metallic fires such as magnesium, etc. In case of metallic fires, move to a safe distance and summon help.

Section 8.0 - Other Facilities

8.1 Tailings Storage Facilities

Work around the mine site may involve activities in or near process water and the TSFs. Saturated and unconsolidated materials at the facility edge may provide poor footing. Fluids contained in ponds may contain chemicals, metal precipitates, acidic water, aquatic biota, or bacterial contaminants.

8.1.1 General Water and Tailings Area Safety

The following procedures should be followed while working around process water and the TSF:

- Select and wear appropriate personal protection.
- Prior to entry, locate and become familiar with any available safety features of the facility (e.g., ropes, life vests, chemical showers, access points).
- If possible, carry out the work with another person.
- If the job assignment includes activities conducted in a boat or floating platform, all occupants must wear a life vest while afloat.
- If the work is to be conducted on the shore, beach, or side slopes of a pond, that is too steep or wet to negotiate, the employee is required to wear an approved safety harness. Only if the facility has permanent safety ropes or established access routes and the solution in the pond is non-toxic may the employee substitute a life vest for the harness.
- Use proper hygiene around the pond. Do not eat or drink in the vicinity of process water and TSFs.
- Always secure gates around ponds on departure. As well as preventing access to unauthorized personnel, this will deny access to most animals.

8.1.2 Dam Safety Inspection

Appropriate procedures will be followed regarding dam safety inspections. Typically, the relevant ministry or department will provide a set of “Guidelines for Dam Safety Inspections.”

8.2 Food Services

Kitchen and cafeteria facilities will be provided onsite as a service for employees. Details of these facilities such as scope, size, availability, and configuration remain to be determined.

- Facilities and equipment for the storage, handling, preparation, consumption, and disposal of food must meet and be maintained and operated in conformance with best international standards for such facilities.
- Goods and products purchased for consumption or use in food preparation must be in first class condition and appropriately certified, licensed, or otherwise approved by the responsible agency.
- Personnel employed in the food preparation facilities must be appropriately trained, qualified, and licensed in safe food preparation and handling.
- Detailed procedures and requirements for all aspects of food services will be developed, put in place, enforced, and updated as appropriate.
- All licenses and qualifications for premises and personnel and all aspects of the operation must be maintained up to date.

8.3 Laboratories

Laboratories may be required for the chemical, physical, and biological testing and evaluation of materials, and products used by GeoCam or generated in the course of operations, investigations, or monitoring activities of GeoCam. General requirements include:

- Laboratory equipment must be set up, operated, and maintained in accordance with the manufacturer's instructions, and technicians must be adequately instructed and trained in safe operating procedures and precautions for use.
- The laboratory must be equipped with fire exits and exit routes as required by the Building Code.
- Suitable fire extinguishers of a size easily handled by laboratory workers must be immediately accessible wherever flammable materials are stored.
- Equipment that presents a physical hazard to workers must be adequately guarded, shielded, or isolated.
- Hazards of equipment use must be identified on the equipment.
- Equipment and instruments that may emit harmful quantities of a substance during operation must be provided with an effective local exhaust system.
- Fume hood and local exhaust ventilation systems must discharge to the atmosphere in such a manner that the discharged air will not be re-circulated into the laboratory or other work areas.

Standards and procedures include:

- Written safe work procedures must be prepared for hazardous operations including work methods involving hazardous substances, spill response, and handling of bio-hazardous materials. Workers must be adequately trained in and follow these procedures.
- Only minimum necessary amounts of combustible, flammable, corrosive, toxic, bio-hazardous, or highly reactive substances may be kept in the working are of the laboratory.
- The transport of containers of flammable, corrosive, toxic, bio-hazardous, or highly reactive substances through the laboratory must be done in a manner that will not pose a danger of damage to the containers.
- Protective laboratory clothing must worn in the laboratory where toxic, bio-hazardous, or radioactive substances are handled, must not be worn outside the work area, and must not be stored in a manner or location whereby workers may be exposed to harmful substances.
- Smoking, eating, or drinking are not permitted in any laboratory area.
- Food for consumption must not be kept in the laboratory.
- Laboratory glassware, vessels, and containers must not be used to prepare or store food or beverages for consumption.
- Substances must not be pipetted by mouth.
- If hazardous chemicals or materials are handled, all affected workers must receive instruction and training in the proper handling and disposal of such materials.
- Safe means for handling needles or other sharp materials must be provided.
- Laboratory waste must be disposed of in a manner which:
  - Ensures the workers are protected from injury
  - Is acceptable to municipal/provincial or state authorities having jurisdiction

Section 9.0 - Response and Reporting

9.1 Emergency Procedures

An Emergency Contact Phone Poster is to be posted at every telephone on the Project. The list will include:

- Emergency Services (Ambulance, Police, Fire Department)
- Onsite First Aid Facilities
- Regulatory and Governmental Agencies
- Appropriate Company Personnel (including home phone numbers where possible
- Appropriate Contractor Personnel (including home phone numbers where possible)

The Emergency Response and Contingency Plan (ERCP) (ERCP, Section 2.7) identifies the proper procedures and contacts to make in the event of an emergency.

9.1.1 Notification Procedure

Every employee on the Project will be trained in the Emergency Notification Procedure prior to commencing work on the job.

Notification in case of accident or emergency will be made according to the following:

- First Aid Treatable Injuries – No notifications required
- Medical Treatment Injuries – No Lost Time – No notification required other than proper written reports
- Medical Treatment Injuries – Hospitalization, Lost Time – Notify manager by phone as soon as possible
- Fatality or injuries where one or more persons are hospitalized – Notify:
  - The appropriate Emergency Services
  - The Project Manager
  - The appropriate client/contractor personnel
  - The appropriate regulatory agencies

9.1.2 Emergency Response Documentation

Emergency procedure documents will be made available for each significant process or component of the Project.

9.2 Reporting

9.2.1 Minor Injuries

In the event of a minor injury, employees should first report to their supervisor, if possible, who will then make a determination as to the course of action. If there is a first aid facility or representative at the work site, the injured employee should be taken there for examination. If the injury requires more extensive medical care, appropriate transportation to the nearest medical station will be arranged.

For minor incidents and injuries, employees and supervisors, as a minimum, must fill out an incident report and forward a copy of this report to the GeoCam office.

9.2.2 Serious Injuries

In the event of a fatality or a critical injury where one or more persons are hospitalized, the following agencies will be notified immediately:

- Local Emergency Services (ambulance, police)
- Human Resources Superintendent
- Department Manager
- Operations Manager

Investigation of the incident should begin immediately under the supervision of the HSSE Manager, or designate, using the techniques described in Section 9.3. Ensure that the accident scene is not disturbed and that no statements are made to the media. Names and contact numbers of all witnesses should be recorded immediately, and the witnesses should be interviewed as soon as possible.

9.2.3 Fires

Any fire, regardless of the extent of damage incurred, shall be reported immediately to the HSSE Manager and the Operations Manager.

9.2.4 General Liability

Any injury to anyone on the Project or any damage to equipment or property must be investigated and reported to the HSSE Manager immediately to ensure that proper forms are filed.

9.3 Accident Investigation/Documentation

Accidents are caused when people, equipment, supplies, or surroundings fail to perform or react as expected. Accident investigations are made to determine how and why these failures occurred. By using the information gained through an investigation, a similar or perhaps more disastrous accident may be prevented. Accident investigations are thus conducted with accident prevention in mind. They are not conducted to place blame.

Accidents can be complex, often involving several factors that can be considered causes. Each accident is unique and requires an investigation tailored to that particular situation. There are several techniques that may be employed in conducting the data-gathering analysis, including the Scientific Method, Change Analysis, Sequence Diagrams, Gross Hazard Analysis, Job Safety Analysis, Failure Mode and Effect Analysis, and Fault Tree Analysis. Each safety representative has the option to use any or all of these in gathering information for reporting. The first two are detailed below:

- The Scientific Method. This method forms the basis for nearly all problem-solving techniques. It has been used for hundreds of years. In its simplest form, it involves the following sequence: making observations, developing hypotheses, and testing the hypotheses. When a number of observations have been made, the investigator develops one or more hypotheses that explain the observations. A hypothesis may explain only a few of the observations, or it may explain them all.
- Change Analysis. This is the more popular method. To solve a problem, an investigator must look for deviations from the norm. As with the scientific method, change analysis also follows a logical sequence. All problems are first considered to result from some unanticipated change. The following steps are then taken:
  - Define the problem – What happened?
  - Establish the norm – What should have happened?
  - Identify and locate the change.

- List the possible causes of the change.
- Select the most likely cause.

Regardless of the method chosen, it is necessary to get to the scene of the accident as soon as possible. Then preserve, document, and record the scene. In many instances, conditions change rapidly, and some of the short-term evidence (i.e., footprints, blood, fluids/oil, frost, shadows, wind direction, etc.) may be lost. This loss can seriously affect the investigation.

Once at the scene, attempt to determine what the conditions were prior to the accident. Discuss the incident with witnesses and victims (individually and privately, if possible). Establish the events and circumstances leading up to the accident. Collect and record all available information.

9.3.1 Accident Interviewing

An important aspect of accident analysis is comprehensive interviewing. The best interview meets the criteria of being complete, correct, and pertinent. Your goal is to hear and record all the information that is given. To accomplish this objective, the interviewer must conduct the interview in a professional manner. The person being interviewed must feel free to describe the accident without being influenced by either the interviewer or the setting. It is therefore recommended that the interview be held in a private place.

Also, when interviewing:

- Have a plan and know where you are going.
- Know the person by name.
- Be sure you understand the technology of the equipment or process involved. This will enable you to ask better questions and gain the respect of the person you are interviewing.
- Put the person at ease. Do not talk down to him/her. Define the purpose of your interview to him/her.
- Avoid asking questions that can be answered with a yes or no.
- Read the interview back and ask if it is correct.
- Close the interview in a courteous manner.

After the witnesses have been interviewed, you should analyze each statement. You may wish to re-interview one or more of the witnesses to confirm or clarify key points. While there may be inconsistencies in the witnesses' statements, you should assemble the statements into a logical order. This information can then be analyzed into a logical order along with the data obtained at the accident site.

Good interviews take time; it may be wise to schedule them at a time when you can be uninterrupted.

9.3.2 Site Documentation

Photography can serve as a valuable method of recording conditions that may change during the investigation or shortly thereafter. It can also aid in preparing your report and in analyzing conditions at the site of the accident. Photographs should always be taken; however, you must take precautions to ensure that the use of flash or spark-producing equipment will not create new hazards.

Before taking any pictures, you should determine whether the scene has been altered. If items have been moved or changed, note what the alteration is, and the name of the person referencing the change. Items may have been moved to reach an injured person, to fight a fire, or for other legitimate reasons.

Photographs of the overall scene, wreckage area, and pertinent hardware should be taken prior to any adjustments to the scene of the accident. They are helpful in determining what happened as well as in providing illustrations for reports.

Photographs should be taken at varying distances: overview, mid-range, and close-up. Also, remember to photograph from several angles; quite often, the camera will catch and retain what the eye has seen and forgotten. The "four-cornered" approach (front, back, and two sides) will usually provide all needed angles. Each photograph should be numbered and the position of the camera and its direction of vision noted.

For close-ups, use a ruler next to the object to be photographed in order to provide an accurate scale for the picture. The original photographs and negatives should be kept in an accident investigation file.

Quite often, it is advisable to sketch or draw parts of the accident scene, especially if material has been destroyed or moved. The following points will make the job easier and provide the degree of accuracy necessary:

- Orient each sketch to north
- Locate important objects
- Note location of witnesses
- Locate reference points
- Use graph paper
- Locate movable objects
- Always date sketches
- Use templates, rulers, compass, protractors, etc.

9.3.3 Accident Analysis

The next step is to analyze all gathered data and determine its relevance to the accident. Establish the credibility of your witness/victims, prepare and analyze your samples, prepare your statements, sketch your diagrams, secure medical reports, and secure damage reports and estimates and any other evidence or critical information. These form the basis of your report.

9.3.4 Report Writing/Documentation

The final step in the accident investigation is the preparation of a final report. A good report will paint with words what your reader should see and will preserve information that would otherwise be lost to the memory. Good reports will also justify your actions.

In compiling reports, a few things should be kept in mind:

- Content versus creative writing (be informative without writing a book).
- Use simple to understand language.
- Be factual. Separate facts from supposition.
- Be accurate in recording information (times, locations, etc.).
- Be complete, concise, and clear.
- Be mechanically correct (spelling, punctuation, etc.).
- Write legibly. Field notes should be handwritten, and final reports should be typed.

9.3.5 Investigation Tips

- Paper is cheap. Investigation is expensive. You have wasted the investigation if you do not report fully and correctly.
- Ascertain events and circumstances leading up to the accident. Indicate these in your report.
- Be equal to the investigative demands. Your investigative workforce should be equal to the work required. If it is not, then get help.
- Record all factors of the accident (those provable and those not provable), even the seemingly trivial ones.
- Accident investigations can be emotional. Be careful not to get "caught" in the emotional web.
- Interview your witnesses as soon after the accident as possible. Facts can be lost or changed.
- Realize that opinion enters all phases of your investigation; it unconsciously colors your reports.
- Develop the ability to render expert opinions.
- Keep your field notes. There may come a time when they may serve a valuable purpose to you.

9.3.6 Incidence Investigations

Incidences are classified as situations where there was no physical injury or other negative result (i.e., a near miss event); however, there was potential for something to occur. Although it is easier to just let incidence situations pass, proper investigation and reporting can prevent an incidence from becoming a serious injury or fatality report in the future.

All incidence situations should be investigated and reported in a manner similar to situations where actual injuries have occurred.

9.4 Safety Violation Policy

To achieve the highest standard of safety, all personnel must take their share of responsibility for performing work in a manner that prevents accidents. Carelessness or disregard of the accepted safety and health standards issued by the regulatory agencies or GeoCam will not be tolerated. Safety must be the primary consideration in all activities.

In the event of a violation of a safety standard, the supervisors will take action to ensure that the unsafe condition or action is immediately corrected. Since most accidents are caused by unsafe actions by personnel, warning levels based upon the seriousness of the safety violation will be utilized as follows.

9.4.1 Minor, Non-Serious Violation, Isolated Non-Conformance

This type of violation will arise from minor infractions where an incident resulting from the deviation would probably not cause serious harm but would affect the safety of persons in the area. The supervisor will verbally advise the employee of the violation and request immediate compliance.

9.4.2 Moderate, Serious Violation, Repeated Non-Conformance

This type of violation has a high probability of causing serious harm or death or concerns an employee who makes repeated non-serious violations. The supervisor of the worker(s) will prepare a formal, written "Safety Violation Notice." The violation notice will be forwarded to company management for appropriate action. At the same time, the worker(s) will (each) also be given a copy of the completed notice.

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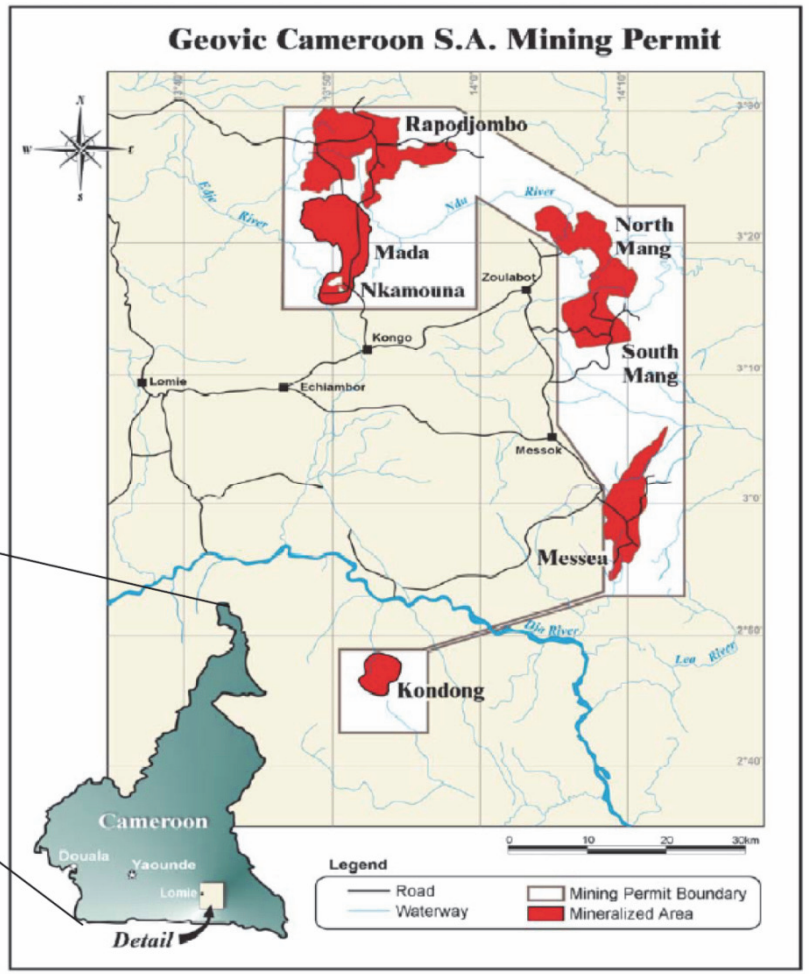
Section 10.0 - Acronyms and Abbreviations

CCD	counter-current decantation
CPR	cardiopulmonary resuscitation
DPT	diphtheria/pertussis/tetanus
EPCM	Engineering, Procurement, and Construction Manager
ERCP	Emergency Response and Contingency Plan
ESAP	Environmental and Social Action Plan
ESIA	Environmental and Social Impact Assessment
GeoCam	Geovic Cameroon PLC
Geovic	Geovic, Ltd.
HSSE	Health, Safety, Social and Environmental
IPV	inactivated poliovirus vaccine
km	kilometer
Knight Piésold	Knight Piésold and Co.
m	meter
MMR	measles/mumps/rubella
MSDS	Material Safety Data Sheets
OHSP	Occupational Health and Safety Plan
OPV	oral polio vaccine
OTCBB	Over the Counter Bulletin Board
PPE	personal protective equipment
PUG	Physical upgrading
SNI	National Investment Corporation of Cameroon
SOP	Standard Operating Procedures
TSF	tailing storage facilities
TSX	Toronto Stock Exchange
WHMIS	Workplace Hazardous Materials Information System

Figures

Ref: http://www.cia.gov/cia/publications/factbook



CLIENT	GEOVIC CAMEROON PLC
PROJECT	NKAMOUNA PROJECT OCCUPATIONAL HEALTH AND SAFETY PLAN
TITLE	GENERAL LOCATION MAP

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DESIGNED BY		LOCATION	PROJECT NUMBER	FIGURE NUMBER	REVISION
DRAWN BY		DV302	009-13	1.1	0
ACTIVITY CODE	N/A	XREF NUMBER	N/A		

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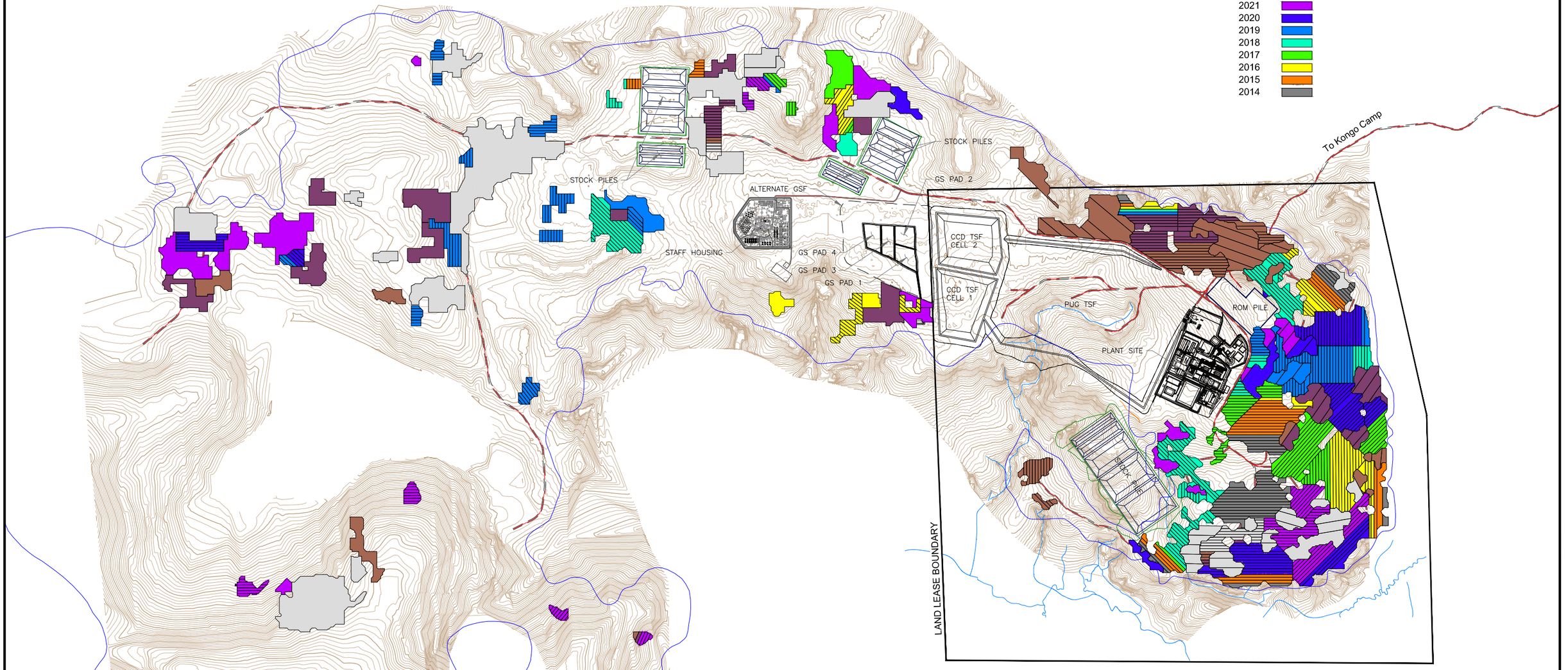
LEGEND:

SCHIST BOUNDARY
RIVERS/STREAMS
LAND LEASE BOUNDARY

2024
2023
2022
2021
2020
2019
2018
2017
2016
2015
2014



NOTES:

1. SCALE BAR MEASURES 6.0 cm WHEN PLOTTED AT FULL SIZE (A1 SHEET) AND 3.0 cm WHEN PLOTTED AT HALF SIZE (A3 SHEET).

400 0 400 800 METERS
1:20,000 AT FULL SIZE (ANSI-D)
1:40,000 AT HALF SIZE (ANSI-B)

CLIENT	GEOVIC CAMEROON PLC
PROJECT	NKAMOUNA PROJECT EXECUTIVE SUMMARY
TITLE	GENERAL FACILITIES LAYOUT PLAN

Knight Piésold CONSULTING

DESIGNED BY	CP	LOCATION	PROJECT NUMBER	FIGURE NUMBER	REVISION
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ACTIVITY CODE	N/A	XREF NUMBER	N/A		

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Geovic Cameroon PLC Organizational Chart

Opérations
Administration
Outsourced

Geovic Cameroon Board of Directors

General Manager

Exec. Asst. (1)
Admin. Asst. (2)
Receptionist (2)
Driver (3)

Deputy General Manager/Operations

Deputy General Manager/Administration

Manager "Mining Operations"

Manager "Plant Operations & Mettalurgy"

Manager "Health, Safety, Social, & Environmental"

Manager "Human Resources & Facilities"

Manager "Finance"

Manager "Procurement and Logistics"

Manager "Camp Administration"

Security

Management accountabilities

See "Mining Operations" Organization Chart

See " Operations & Mettalurgy" Organization Chart

- Hyg. & Occup. Health Off. (2)
- Sr Safety & Train. Officer (1)
- Safety & Training Officer (8)
- Environmental Engineer (1)
- Environ. Technicians (2)
- Emergency Services
- Community Liaison Officer (1)
- CLO's Assitant (1)
- Doctor (1)
- Nurse (6)

- Sr HR Officer (2)
- HR Officer (3)
- Payroll Officer (6)
- Travel Co ordinator (2)
- Local recruitment Off (4)
- Transport Supervisor (1)
- Lead Driver (2)
- Driver (3)

- Chief Accountant (1)
- Accountants (3)
- Accounts Clerks (8)

- Procurement Officer (4)
- Expeditors (2)
- Warehouse Manager (2)
- Warehouse Officer (8)
- Warehouse Labour (8)
- Truck Drivers (4)
- Forklift Drivers (4)

- Camp Manager (1)
- Driver (12)
- Camp Cleaning Staff (14)
- Camp Laundry & Services (12)
- Camp ground care (gardens) (4)
- Camp Handymen (2)
- Camp Catering (14)

CLIENT: **GEOVIC CAMEROON PLC**

PROJECT: **NKAMOUNA PROJECT**
OCCUPATIONAL HEALTH AND SAFETY PLAN

TITLE: **GEOVIC CAMEROON PLC ORGANIZATIONAL CHART**

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DESIGNED BY		LOCATION	PROJECT NUMBER	FIGURE NUMBER	REVISION
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ACTIVITY CODE	N/A	XREF NUMBER	N/A		

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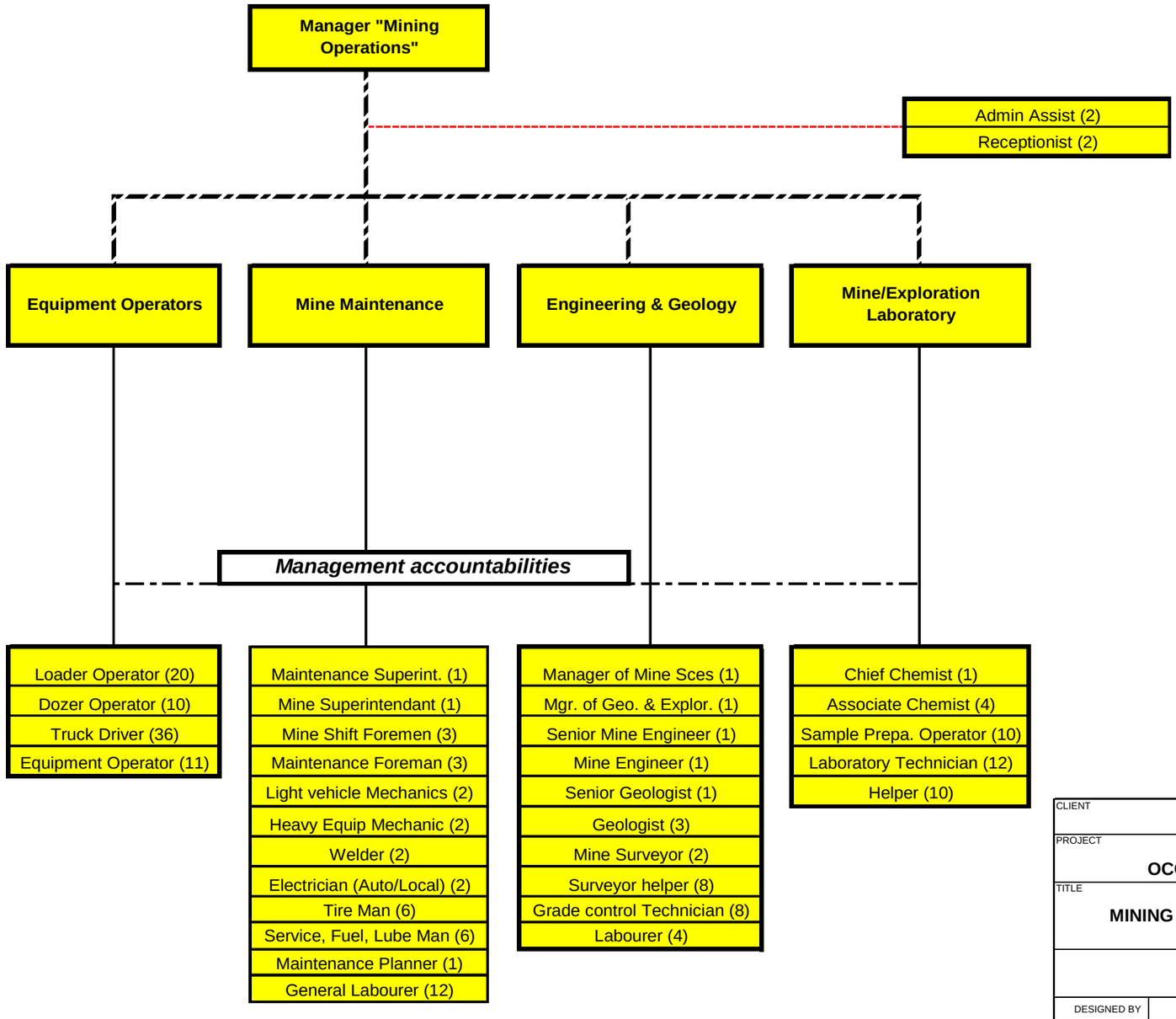
Mining Operations Organizational Structure



CLIENT: **GEOVIC CAMEROON PLC**

PROJECT: **NKAMOUNA PROJECT**
OCCUPATIONAL HEALTH AND SAFETY PLAN

TITLE: **MINING OPERATIONS ORGANIZATIONAL STRUCTURE**

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		LOCATION	PROJECT NUMBER	FIGURE NUMBER	REVISION
DESIGNED BY		DV302	009-13	2.2	0
DRAWN BY					
ACTIVITY CODE	N/A	XREF NUMBER	N/A		

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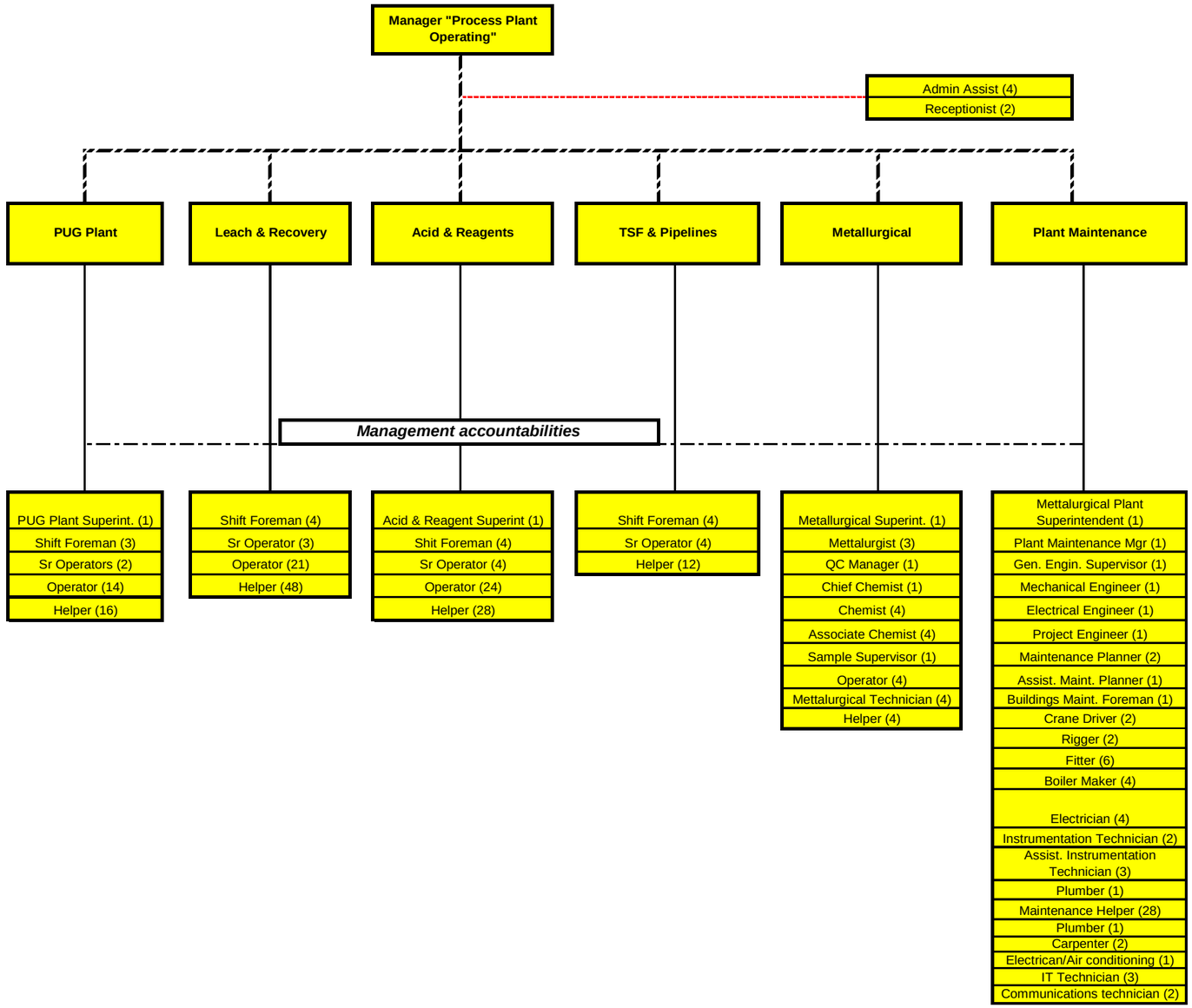
Process Plant Operating Organizational Structure



CLIENT: **GEOVIC CAMEROON PLC**

PROJECT: **NKAMOUNA PROJECT**
OCCUPATIONAL HEALTH AND SAFETY PLAN

TITLE: **PROCESS PLANT OPERATING ORGANIZATIONAL STRUCTURE**

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DESIGNED BY		LOCATION	PROJECT NUMBER	FIGURE NUMBER	REVISION
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ACTIVITY CODE	N/A	XREF NUMBER	N/A		

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Figure 3.1
Nkamouna Mining Project
Employee Safety Orientation Record

Check Completed Items:

General Practices

[ ] Safety Education and Awareness
[ ] Housekeeping
[ ] Inspection of Project Work Areas
[ ] Work in Adverse Conditions
[ ] Work in Remote Areas
[ ] Site Security

Equipment and Machinery

[ ] Conveyors
[ ] Welding and Cutting
[ ] Power Tools
[ ] Lockout and Tagging
[ ] Drill Rigs
[ ] Motor Vehicles
[ ] Offsite Truck Transport

Personal Protection

[ ] First Aid
[ ] Personal Protective Equipment
[ ] Drug and Alcohol Use
[ ] Manual Lifting
[ ] Ladders
[ ] Excavations, Trenches and Test Pits
[ ] Fire Prevention and Protection

Hazardous Materials and Emergencies

[ ] Chemical Warnings, MSDS, and Storage
[ ] Chemical Safety
[ ] Site Arsenic
[ ] Blasting and Explosives
[ ] Unexploded Ordnance
[ ] Confined Space

Other

[ ] Tailings Storage Facilities
[ ] Food Services
[ ] Laboratory
[ ] _____
[ ] _____
[ ] _____

Response and Reporting

[ ] Emergency Notifications and Documentation
[ ] Reporting Injuries, Fires and Accidents
[ ] Accident Investigation/Documentation
[ ] Safety Violation Policy

I certify the above training has been completed:

_____ Date: _____
Signature of person responsible for training

Project Name, Number and Location: _____

I certify that I have completed the above training:

_____ Date: _____
Signature of person trained